

From: [Adam Chapdelaine](#)
To: [Clarissa Rowe home](#)
Cc: [dianemahon](#) [REDACTED]
Subject: (Archive Copy) Re: [arlington] [Local news] Human Rights Commission, protest
Date: Wednesday, May 01, 2019 6:34:13 PM

Rick's public apology is being released tomorrow. It'll shift the attention from this story.

Sent from my iPhone

On May 1, 2019, at 6:30 PM, Clarissa Rowe home [REDACTED] wrote:

Groan, just what we need.

Sent from my iPhone

On May 1, 2019, at 5:13 PM, [dianemahon](#) [REDACTED] wrote:

Here's the article he wrote....just FYI.

[dianemahon](#) [REDACTED]

-----Original Message-----

From: Bob Sprague <sprague.bob@gmail.com>
To: Arlington List <arlington@arlingtonlist.org>
Sent: Wed, May 1, 2019 4:48 pm
Subject: [arlington] [Local news] Human Rights Commission, protest

Not everyone agreed that restorative justice should have been used in the case of Lt. Rick Pedrini:

<http://bit.ly/2WhYaN1>

Bob Sprague

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From: [REDACTED] Swanson
To: Julie Flaherty
Cc: Adam Chapdelaine; Christine Bongiorno; [REDACTED] Greenfield
Subject: (Archive Copy) Re: Fwd: Follow up on Restorative Justice process
Date: Wednesday, May 01, 2019 9:45:45 AM

Thank you, Chief!

Best,
Dave

On Tue, Apr 30, 2019 at 8:20 AM Julie Flaherty <JFlaherty@town.arlington.ma.us> wrote:

Good Morning Dave,
I spoke with Erin Freeborn last night and she said that all 14 students have completed the restorative process and all obligations associated with it. The final student to complete the process finished just a few weeks ago. Please let me know if you have any other questions.
Thank you.

Julie Flaherty
Acting Chief of Police
Arlington Police Department
112 Mystic Street
Arlington, Massachusetts 02474
781 316 3901

From: "David F. Swanson" [REDACTED]
To: Captain Julie Flaherty <JFlaherty@town.arlington.ma.us>
Cc: Adam Chapdelaine <ACHapdelaine@town.arlington.ma.us>, Christine Bongiorno <CBongiorno@town.arlington.ma.us>, Naomi Greenfield [REDACTED]
Date: Mon, 29 Apr 2019 13:21:58 -0400
Subject: Fwd: Follow up on Restorative Justice process

Hi Chief Flaherty,

Hope all is well. We received the below inquiry from the Rainbow Commission about the status of the Restorative Justice process for the AHS graduating seniors that were involved with the school vandalism and hate incident. Is that process ongoing or have their RJ contract obligations been fulfilled? Any guidance on how we should respond would be much appreciated.

Best,
Dave

----- Forwarded message -----

From: **Bill Gardiner** [REDACTED]
Date: Mon, Apr 29, 2019 at 12:42 PM
Subject: Follow up on Restorative Justice process
To: David Swanson [REDACTED] Mel Goldsipe [REDACTED] >, Anna Watson [REDACTED]

Dear Dave,

I am checking in as a Commissioner on the Rainbow Commission.

Last spring there was a serious incident at AHS involving graduating seniors. Several students ended up in doing restorative justice. Anna Watson from our Commission participated in that process.

Member of the Rainbow Commission are eager to learn about the results of the process. We are also concerned that members of the Gay Straight Alliance at AHS, the student body itself, and indeed the citizens of Arlington are informed about the results of this restorative justice process.

As a leader of the Human Relations Commission is there any information you can provide us about these matters?

Thank you,

Bill Gardiner

--

Bill Gardiner

home phone 781

he him his

From: [Julie Flaherty](#)
To: [Joan Roman](#); [Adam Chapdelaine](#)
Cc: [Cheryl Nahigian](#)
Subject: (Archive Copy) Re: Pedrini Apology
Date: Thursday, May 02, 2019 10:56:16 AM

Thank you Joan.

Julie Flaherty

Acting Chief of Police
Arlington Police Department
112 Mystic Street
Arlington, Massachusetts 02474
781 316 3901

From: "Joan Roman" <JRoman@town.arlington.ma.us>
To: jflaherty@town.arlington.ma.us, "Adam Chapdelaine" <achapdelaine@town.arlington.ma.us>
Cc: "Cheryl Nahigian" <CNahigian@town.arlington.ma.us>
Date: Thu, 02 May 2019 10:52:55 -0400
Subject: Pedrini Apology

Julie,

I am posting the apology of Rick Pedrini now. It will go on the Town and Police home page as well as Town and APD social media.

I will post to all channels in the next 10-15 minutes. Just giving you all a heads up it is going out.

Town Notice email too.

Call if you have questions x3350.

Best,

Joan

Joan Roman
Public Information Officer
Town of Arlington, MA
www.arlingtonma.gov
Like Us at:
<https://www.facebook.com/arlingtonma>
Follow us at:
<https://twitter.com/arlingtonmagov>
[@arlingtonmagov](#)

From: do-not-reply@town.arlington.ma.us on behalf of [Town of Arlington, MA](#)
To: achapdelaine@town.arlington.ma.us
Subject: (Archive Copy) Public Apology from Richard Pedrini
Date: Thursday, May 02, 2019 11:09:06 AM

Public Apology from Richard Pedrini

Date: 05/02/2019 11:07 AM

[Read the Public Apology from Richard Pedrini](#)

[Change your eNotification preference.](#)

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From: [Adam Chapdelaine](#)
To: [Naomi Greenfield](#); [David F. Swanson](#)
Cc: [bongiorno](#) [REDACTED]
Subject: (Archive Copy) Re: AHRC Statement re Pedrini
Date: Friday, May 03, 2019 10:15:23 AM

Okay. Sounds good. Thank you both.

Adam W. Chapdelaine
Town Manager
Town of Arlington
730 Massachusetts Avenue
Arlington, MA 02476
(781) 316-3010

From: Naomi Greenfield [REDACTED]
To: "David F. Swanson" [REDACTED]
Cc: Adam Chapdelaine <AChapdelaine@town.arlington.ma.us>, [REDACTED]
Date: Fri, 3 May 2019 10:14:16 -0400
Subject: Re: AHRC Statement re Pedrini

I have zero interest in putting this out.

On May 3, 2019, at 9:27 AM, David F. Swanson [REDACTED] wrote:

To be honest, we haven't gotten pushback from Commissioners recently, so I'm inclined not to bring it up :)

Thoughts, Naomi?

Dave

On Fri, May 3, 2019 at 9:00 AM Adam Chapdelaine <AChapdelaine@town.arlington.ma.us> wrote:

Thanks, David.

Now that Bob has printed the story, is there still an urgency or desire to release the longer statement?

Adam W. Chapdelaine
Town Manager
Town of Arlington
730 Massachusetts Avenue
Arlington, MA 02476
(781) 316-3010

From: "David F. Swanson" [REDACTED]
To: Adam Chapdelaine <AChapdelaine@town.arlington.ma.us>, [REDACTED]

Cc: Naomi Greenfield [REDACTED]
Date: Sat, 27 Apr 2019 13:03:25 -0400
Subject: AHRC Statement re Pedrini

Hi Adam and Christine,

Hope all is well. As we mentioned to Adam at Town Meeting last week, Naomi and I are receiving a lot of pressure from fellow commissioners to issue a longer, clarifying statement regarding our role in the Pedrini-RJ process. The pressure is mounting because Bob Sprague has now sent 2 emails over the past week to every commissioner saying that he will talk to any commissioner willing to tell their story about how we made the decision we made. More commissioners are asking us if they can speak to Bob, but we've been able to successfully have them postpone, pointing to a possible forthcoming longer statement from the Commission. To date, we've only shared the smaller statement that Christine helped us craft (which Naomi and I believe is more than enough!).

Here's the shorter statement we shared with Bob: ***The Commission was invited to participate in the Restorative Justice process involving Lt Pedrini as it has for other incidents in town. Since the process was announced in February, the Commission received feedback from a wide range of individuals, including those that attended the March meeting. Given the depth and severity of the hurt expressed to the Commission by members of the community, the AHRC collectively thought limiting its role to the collection of community impact statements would best serve the Restorative Justice Process.***

We will be re-sharing that with him again today.

Naomi and I think that the timing of a longer statement is now both late and potentially creates another story where one isn't needed. We're not sure what to do though, because other commissioners have made it clear that something has to be said moving forward. Maybe we can get the Commission to hold off long enough until another step in the RJ process occurs? For instance, maybe a longer statement could be released in tandem with Pedrini's public apology. Just brainstorming here.

Regardless, here is the statement the Commission has crafted: <https://docs.google.com/document/d/10os7yrAAQYOGXY-Zi3lWVDN-2U1I9vcDN8FC4InA9Z8/edit?ts=5cb23828>

It's long and we're not necessarily married to any of it. Thoughts?

Best,
Dave

Identities, contact information, and witness/personal statement(s) of community members who participated in Restorative Justice Circle(s) through physical attendance and/or through written submission redacted pursuant to G.L. c.4 § 7(26)(c) and (f).

From: [Caryn Malloy](#)
To: [REDACTED] [Kenschaft](#)
Cc: [Adam Chapdelaine](#)
Subject: (Archive Copy) Re: Fwd: please give thanks to restorative justice group!
Date: Friday, May 03, 2019 12:22:03 PM

Lori -

Thank you for sharing this - I too hope that the positive continues. So far I have had good responses from people I know in town.

I will be sure to get this to Rick and his "supporter".

Have a nice weekend.

Caryn

Caryn Cove Malloy
Director of Human Resources
Town of Arlington
730 Massachusetts Avenue, 3rd Floor Annex
Arlington, MA 02476
781-316-3121 phone
781-316-3129 fax
www.arlingtonma.gov

From: Lori Kenschaft <[REDACTED]>
To: Adam Chapdelaine <achapdelaine@town.arlington.ma.us>, Julie Flaherty <jflaherty@town.arlington.ma.us>, Caryn Malloy <CMalloy@town.arlington.ma.us>, Erin Freeborn <efreeborn@c4rj.org>, [REDACTED]
[REDACTED]

Date: Fri, 3 May 2019 12:07:20 -0400
Subject: Fwd: please give thanks to restorative justice group!

Hi all--

I was asked to forward this message from an Arlington resident to all of you, and I do so gladly.
(Community members are by bcc.)

Could someone forward this thanks to Rick Pedrini and his other supporter too? They should see it and I don't have their email addresses.

I've also received a couple of other positive responses to the public apology. I hope you're hearing good things too!

-- Lori

----- Forwarded message -----

From: **Anne Ellinger** [REDACTED]
Date: Thu, May 2, 2019 at 12:32 PM
Subject: please give thanks to restorative justice group!
To: Lori Kenschaft [REDACTED]

Hi Lori,
I know First Parish has been one of the forces behind Arlington experimenting with restorative justice

practices. I just read the public apology from that police officer, and wept. Sobbed, really. Just so deeply moving to me! Such a vision of how the world should be!!! Please pass my appreciation to everyone on the committee.

<https://www.arlingtonma.gov/Home/Components/News/News/9382/16?backlist=%2f>

warmly,
Anne

Anne Ellinger
781- [REDACTED]



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Identities, contact information, and witness/personal statement(s) of community members who participated in Restorative Justice Circle(s) through physical attendance and/or through written submission redacted pursuant to G.L. c.4 § 7(26)(c) and (f).

From: [Erin Freeborn](#)
To: [REDACTED] [Kenschaft](#)
Cc: [Adam Chapdelaine](#); [REDACTED] [Caryn Malloy](#); [Julie Flaherty](#); [REDACTED]
Subject: (Archive Copy) Re: please give thanks to restorative justice group!
Date: Friday, May 03, 2019 1:23:28 PM

Thank you Lori!
Erin

On Fri, May 3, 2019 at 12:07 PM Lori Kenschaft [REDACTED] wrote:
Hi all--

I was asked to forward this message from an Arlington resident to all of you, and I do so gladly. (Community members are by bcc.)

Could someone forward this thanks to Rick Pedrini and his other supporter too? They should see it and I don't have their email addresses.

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-- Lori

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From: **Anne Ellinger** [REDACTED]
Date: Thu, May 2, 2019 at 12:32 PM
Subject: please give thanks to restorative justice group!
To: Lori Kenschaft [REDACTED]

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warmly,
Anne

Anne Ellinger
781-[REDACTED]



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--

Erin V. Freeborn
Executive Director

Communities for Restorative Justice
219 Walden Street
P.O. Box 65
Concord MA 01742
www.c4rj.org

p. 978-318-3447
f. 978-318-3442

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Identities, contact information, and witness/personal statement(s) of community members who participated in Restorative Justice Circle(s) through physical attendance and/or through written submission redacted pursuant to G.L. c.4 § 7(26)(c) and (f).

From: [Julie Flaherty](#)
To: [Erin Freeborn](#)
Cc: [REDACTED] [Kenschaft](#); [Adam Chapdelaine](#); [REDACTED] [Caryn Malloy](#); [REDACTED]
Subject: (Archive Copy) Re: please give thanks to restorative justice group!
Date: Friday, May 03, 2019 1:51:50 PM

Thank you very much Lori, I will pass this message on to Rick and [REDACTED]
Have a nice weekend!
Julie.

On May 3, 2019, at 1:23 PM, Erin Freeborn <efreeborn@c4rj.org> wrote:

Thank you Lori!
Erin

On Fri, May 3, 2019 at 12:07 PM Lori Kenschaft
[REDACTED] wrote:

Hi all--

I was asked to forward this message from an Arlington resident to all of you, and I do so gladly. (Community members are by bcc.)

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----- Forwarded message -----

From: **Anne Ellinger** [REDACTED]
Date: Thu, May 2, 2019 at 12:32 PM
Subject: please give thanks to restorative justice group!
To: Lori Kenschaft [REDACTED]

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<https://www.arlingtonma.gov/Home/Components/News/News/9382/16?backlist=%2f>

warmly,
Anne

Anne Ellinger

781-



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Erin V. Freeborn
Executive Director

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From: [dianemahon](#) [REDACTED]
To: CMalloy@town.arlington.ma.us
Cc: AChapdelaine@town.arlington.ma.us
Subject: (Archive Copy) Fwd: [arlington] Public Apology from Richard Pedrini
Date: Sunday, May 05, 2019 5:17:21 PM

FYI only....

[dianemahon](#) [REDACTED]

-----Original Message-----

From: Bob Sprague <sprague.bob@gmail.com>
To: Arlington List <arlington@arlingtonlist.org>; Jeff Kearns [REDACTED]
Sent: Sun, May 5, 2019 1:16 pm
Subject: Re: [arlington] Public Apology from Richard Pedrini

Jeff Kearns wrote Sun May 5 11:27:52 EDT 2019:

[snip]

<<I'd be interested in reading Arlington's policies. Does the town agree that ADR is only for non-fireable offenses? What safeguards do we have in place to reduce the likelihood or even the perception that ADR is being used as yet another method to circle the wagons and protect bad eggs? In those cases, it seems like initiating an ADR proceeding is a surefire way to take a long paid vacation and avoid a firing.>>

You should ask Caryn Cove Molloy, town personnel director, who likely would know that and was also involved in the process with the officer. Reach her at cmalloy@town.arlington.ma.us

Bob Sprague

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Please help keep the list organized by tagging your message see <http://arlingtonlist.org/rules/keywords> for details

From: [Adam Chapdelaine](#)
To: [dianemahon](#) [REDACTED]
Subject: (Archive Copy) Re: Fwd: [arlington] Public Apology from Richard Pedrini
Date: Monday, May 06, 2019 11:26:36 AM

Thanks, Diane.

Adam W. Chapdelaine
Town Manager
Town of Arlington
730 Massachusetts Avenue
Arlington, MA 02476
(781) 316-3010

From: dianemahon [REDACTED]
To: AChapdelaine@town.arlington.ma.us, jflaherty@town.arlington ma.us
Cc: mkrepelka@town.arlington ma.us, freidy@town.arlington ma.us
Date: Mon, 6 May 2019 15:21:45 +0000 (UTC)
Subject: Fwd: [arlington] Public Apology from Richard Pedrini

Forwarding to you all as an FYI only.

Thx,
d

dianemahon@verizon.net

-----Original Message-----

From: Greg Christiana [REDACTED]
To: ArlingtonList <arlington@arlingtonlist.org>
Sent: Mon, May 6, 2019 11:09 am
Subject: Re: [arlington] Public Apology from Richard Pedrini

Shortly after the news broke about Lt. Pedrini's writings, I spoke with Chief Ryan along with a handful of community members about what could be done about this breach of public trust. The Chief explained to us a bit about the process for firing a member of the police force, and the dilemma that he and the Town face. Should they pursue termination, it's likely that it would result in an arbitration process that takes control out of the Town's hands. It's a gamble whether the arbitration panel would uphold the termination. And if they reject the termination, then the officer would be reinstated without any of the restorative process that Lt. Pedrini has since gone through, including his public apology. The Town Manager has offered me the same explanation.

So the options are not as clear cut as fire vs reinstate. It's between a gamble on an arbitration process that's all or nothing vs a process that the Town can exercise greater control over. As I understand it, there is no scenario in which the Town has full control of the process. Imagine, for instance, if arbitration resulted in reinstatement without any restorative process or apology. Under those

circumstances Lt. Pedrini might still be writing similar sentiments in the same newsletter and claiming victory over those who had called for his dismissal, all while continuing to serve in the APD.

Is his public apology enough? Of course not. There's a lot of work to be done to rebuild the public trust he destroyed with his hurtful and hateful words. I hope that Lt. Pedrini is willing to do the work that he says he will to rebuild that trust. The restorative process he's undertaken has opened a door, and it's up to him whether he'll step through it. He wrote in his apology:

"I look forward to mending the harm done and moving forward in the right direction. I am committed to meeting with community groups and contributing on matters pertaining to police policy"

If his apology letter is the end of this matter, then justice will not have been done. Justice will be done when this process has restored the public's faith in the APD. And that's going to take concerted effort from more than just Lt. Pedrini. Neither he nor Police Chief Flaherty nor the Town Manager can fix that on their own. It's going to take our community coming together to have difficult conversations. Whether your faith in the APD is complete, nonexistent, or somewhere in between, we all have a role to play in the healing process. There's an opportunity in this tragedy, even if none of us would have chosen this particular path.

Greg Christiana
Precinct 15

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Email the list manager at arlington-owner@arlingtonlist.org
Please help keep the list organized by tagging your message see <http://arlingtonlist.org/rules/keywords> for details

From: [Jim Feeney](#)
To: [Caryn Malloy](#); [Adam Chapdelaine](#)
Subject: (Archive Copy) Fwd: Public Records Request notification
Date: Tuesday, May 07, 2019 3:30:33 PM
Attachments: [Records Request.pdf](#)

fyi

From: do_not_reply@peoplegis.com
To: jfeeney@town.arlington.ma.us
Date: Tue, 7 May 2019 16:54:06 +0000
Subject: Public Records Request notification

(From Email Notification upon Submission)

The following public records request was submitted on May 7, 2019.

Requester [REDACTED] ty Stone
Phone: [REDACTED]
Email: [REDACTED]
Records [REDACTED] ke to request the Internal Affairs File,
including any disciplinary history, for Lt. Rick Pedrini.
Thank you for your assistance.
Address of Request (if provided):
Request Description: I would like to request the Internal Affairs File,
including any disciplinary history, for Lt. Rick Pedrini.
Thank you for your assistance.
Record ID: prr-2019-###

The record can be viewed at the following URL:
http://www.mapsonline.net/arlingtonma/forms/template_select.php?id=563075519&jump=1033b10378896aad5a49cc481cc843c.

From: [Adam Chapdelaine](#)
To: [Michaiah](#); [Julie Flaherty](#)
Subject: (Archive Copy) Re: Fwd: Location Change-Diversity Mtg 5/13, 6:45pm Senior Center 2ndFloor
Date: Friday, May 10, 2019 11:05:33 AM

Hi Michaiah,

Thank you for forwarding the agenda. I think you have set the discussion up very well.

I have inserted answers below, but will allow Julie to answer those directed at her.

Have a great weekend!

Best,
Adam W. Chapdelaine
Town Manager
Town of Arlington
730 Massachusetts Avenue
Arlington, MA 02476
(781) 316-3010

From: Michaiah <diversitytaskgrouparl@gmail.com>
To: Adam Chapdelaine <achapdelaine@town.arlington.ma.us>, Julie Flaherty <jflaherty@town.arlington.ma.us>
Date: Fri, 10 May 2019 10:34:32 -0400
Subject: Fwd: Location Change-Diversity Mtg 5/13, 6:45pm Senior Center 2nd Floor

Hi Adam and Julie,

I have three leftover thoughts in preparation for the DTG meeting on Monday.

*Would it be okay with you if DTG publicly credits the Town and the Department in hosting the June community meeting? It'll take DTG out of the spotlight as the middle group. We'd be happy to co-sponsor and of course help to organize. I also think that by crediting the Town and the Department for wanting to engage in public discussion will send a very positive light on you. I want us to keep thinking how we can be pioneers in this effort of doing RJ with a whole community. Isn't this an unprecedented case? - **I am comfortable with the Town and Department hosting the meeting. I do think it is accurate to call this case unprecedented, at least in Arlington.**

*Julie, would you also be prepared to say what folks can do if they do encounter bias in their interactions with an officer? I think that's the fear that people hold as we accept Rick back into the community.

*I'm forwarding you the agenda I sent out. Just to make sure we're all on the same page.

Monday is going to be very powerful. Thank you!

Happy weekend to you both. I'm hoping you have some really great relaxing time *away* from town.

Michaiah

----- Forwarded message -----

From: **Michaiah** <diversitytaskgrouparl@gmail.com>
Date: Thu, May 9, 2019 at 8:48 PM
Subject: Location Change-Diversity Mtg 5/13, 6:45pm Senior Center 2nd Floor
To:

Good Evening,

Given the interest in attendance at our next and final DTG meeting this academic year, we have moved the meeting location to the **Senior Center 27 Maple Street (2nd floor)**. We will begin promptly at 6:45pm with a round of introductions, purpose of our conversation, process of having the conversation, and *group agreements.

One of the purposes of our meeting is to discuss with Chief Julie Flaherty and Town Manager Adam Chapdelaine our questions about how the restorative justice process went and the public apology letter from Officer Rick Pedrini, and to talk about how we can have a larger conversation at a future date in which we will invite the broader community.

Given the fact that many participating in the room with us are also members of Town Meeting and their obligations begin at 8pm in Town Hall we will only have one hour for this conversation. In order to organize and facilitate that conversation well, everyone attending will be given an index card to write down questions/comments that you want to express. If you're interested in asking a live comment or question, we'll do our best to distribute the time equitably so we can get through as many people as we can. For all the comments/questions that don't get expressed, I'll collect and pass that information to Adam and Julie so hopefully they can address it at the larger community meeting.

We would like to invite the community to a larger conversation and we ask that you hold Wednesday, June 12th and Wednesday, June 19th as two potential dates, while we finalize plans.

There will be a transition in the room that happens a little before 8pm and our conversation can naturally shift into other meeting items.

Looking forward to our time together!

Michaiah

Agenda:

- **Welcome & Sign In**
- **Special guests- Town Manager Adam Chapdelaine and Acting Police Chief Julie Flaherty discussion on safety and healing in our town post the [controversy surrounding columns written by police Lt. Rick Pedrini.](#)**

If Town Meeting is still continuing, we will have an abbreviated discussion with these particular town leaders from 6:45pm-7:45pm and will make every effort to continue the conversation at a future gathering (TBD).

- **Approve April DTG Minutes**

- **Celebrate our High School Intern Sophie as she continues to make the world a better place.**
- **Sticky note activity:** How do you want to advance the legacy of DTG, the visibility and presence, and participation of those historically marginalized or excluded in Arlington (July 2019-June 2020).
- **Invitation to keep learning -**
 - a. **A list of our current projects and a contact for how to be involved with community leaders will be shared.**
 - b. **[4 week ONLINE CLASS: An Introduction to Racism and Its Undoing](#)**
 - i. **Structural and Systemic Racism**
 - ii. **White Privilege and White Fragility**
 - iii. **The Myth of Colorblindness**
 - iv. **How to be an Effective Ally**

Upcoming DTG meetings – all held at Jefferson Cutter House. 2nd Mondays of the month-See you in the Fall!

From: [Gordon Jamieson](#)
To: [""Adam Chapdelaine""](#)
Subject: (Archive Copy) RE: For consideration...
Date: Friday, May 10, 2019 11:23:12 AM
Attachments: [winmail.dat](#)

Would also provide the campaign with an ongoing set of things to review past/future from a department based approach (on their website/advocate articles)

From: Gordon Jamieson [REDACTED]
Sent: Friday, May 10, 2019 11:19 AM
To: 'Adam Chapdelaine'
Subject: RE: For consideration...

Thinking about it a bit further

Much of the work for an eight year look in the rear view mirror has been assembled in the annual financial plan/school reports et al

To that one could readily add a forward looking package (4-plus years) ..
With the override/exclusion point in time providing the 'now'

Perhaps each department could identify 5-10 top line accomplishments over the course of the eight years of the current override for consideration ..
And say five for the future

Those could be broken down between facilities and operational details ..
Adding in the increased use of planning/metrics within departments and town wide (planning) to drive decisions J

A chance for everyone to brag a little .. And to set their sights on the future J

From: Adam Chapdelaine [<mailto:AChapdelaine@town.arlington.ma.us>]
Sent: Friday, May 10, 2019 11:08 AM
To: Gordon Jamieson
Subject: Re: For consideration...

This is a good idea. I'll see what we can put together.

Looks like he's been copying us on a lot of this stuff. ;)

Adam W. Chapdelaine

Town Manager

Town of Arlington

730 Massachusetts Avenue

Arlington, MA 02476

(781) 316-3010

From: Gordon Jamieson [REDACTED]
To: Adam Chapdelaine <AChapdelaine@town.arlington.ma.us>
Date: Thu, 9 May 2019 17:47:19 -0400
Subject: For consideration...

Clearly you're not running for office .. And Arlington is a much different community

But perhaps much to be learned and/or emulated in creating a similar list of accomplishments by you, your team and the town as a whole .. Perhaps as something to be shared as part of the override campaign .. Much accomplished. Much still to be done :-)

Gordon

Here are 70 South Bend citywide accomplishments of Mayor Pete, after inheriting South Bend's 2011 city ranking of Newsweek Magazine's "Top 10 Worst" US Cities to Live". Please feel free to cut and paste

[One]

Voted Mayor at 29 years old with 74% of the vote becoming South Bend's second youngest Mayor in city history.

[Two]

Voted 2013 "Best Mayor in the United States", tied only with New York Mayor Bloomberg.

[Three]

Took a 6 month leave of absence without pay to deploy to Afghanistan, and managed South Bend via satellite internet during this time without pay. Served as a Naval Intelligence Officer.

[Four]

Fired and replaced South Bend Chief of Police Darryl Boykins as his first

notable public act as Mayor (only 3 months in office) after a complicated department wide illegal wire tapping scandal that was fueled by white officers against the orders of a black police chief and was viewed as departmental wide racism.

Has received very negative press his entire career a vocal element of the South Bend black community over this because the different ethnicities between Mayor Pete and the Chief.

In Pete's own words he was given the choice by federal prosecutors to either fire the the police chief or they would arrest, prosecute, and imprison.

Pete says he did what he felt was best for the residents and safety of South Bend, Boykins, and the Police Dept.

[Five]

Created the "311 Center", a South Bend City resident customer service line.

[Six]

Partnered "311 Center" with "Veteran's Community Connections" to provide resources for South Bend Vets. Achieved 0% veteran homeless rate in South Bend.

[Seven]

Approved the construction of 2 new "State of the Art" South Bend Fire Stations.

[Eight]

Encouraged "Community Policing" as South Bend Police Department created 7500 new foot patrols for officers with new body cam equipment.

[Nine]

Initiated South Bend Police Officer body cameras for all South Bend Police Department patrols.

[Ten]

Created the "Group Violence Intervention Program".

[Eleven]

Documented drop in gang related activity.

[Twelve]

Documented drop in gun related violence.

[Thirteen]

Created a taskforce to intervene in social media related violent crime proactively before it happens.

[Fourteen]

Grew South Bend's Nationally acclaimed "River Rescue Team" and deployed them to several US National Emergency Flood Disaster Areas.

[Fifteen]

Created a "Paramedicine Community Response Team" to free up and ease the congestion of South Bend St. Joseph and Memorial Hospital Emergency Room and bed space.

[Sixteen]

Conducted city wide South Bend Fire Department "Fire Alarm Blitz",

installing free fire, smoke, and CO2 detectors.

[Seventeen]

Created South Bend H2O Lead Detection Program.

[Eighteen]

Initiated "1000 Homes in 1000 Days" program to tear down or revitalize neighborhood blight.

Contrary to fake news, not ONE person living in their home at the time was evicted.

All homes torn down were deemed not only blight but unsafe and were either abandoned, were second properties usually inherited or investment properties bought dirt cheap by local entrepreneurs intending to flip them for a major profit while doing the least amount of work possible.

[Nineteen]

Created South Bend "Smart Sewer" program.

[Twenty]

Created South Bend "Smart Streets" program.

[Twenty One]

Created an app for pothole detection.

[Twenty Two]

Created traffic roundabouts for downtown South Bend streets.

[Twenty Three]

Created bicycle lanes for city streets.

[Twenty Four]

Partnered with "Bike Michiana Coalition" as South Bend was awarded Nationwide Silver Star "Bike Friendly City".

[Twenty Five]

Created a "Transparency Hub" for all South Bend public service jobs.

[Twenty Six]

Raised the city minimum wage from \$7.25 to \$10.10.

[Twenty Seven]

Installed robotic arms on all city trash removal trucks.

[Twenty Eight]

Created city wide ride share program.

[Twenty Nine]

Installed ports downtown for electric cars.

[Thirty]

Experienced an increase in # of South Bend city residents.

[Thirty One]

Cut South Bend unemployment rate in half.

[Thirty Two]

Envisioned and created South Bend's "Silicon Prairie" image, bringing in tech jobs and business to occupy the old and vacant Studebaker plant and

corridor.

[Thirty Three]

Created fiber optics city wide, connecting South Bend with Notre Dame.

[Thirty Four]

Established free WIFI downtown.

[Thirty Five]

Created the South Bend "Center for Lifelong Learning".

[Thirty Six]

Created week long South Bend "Best.Week.Ever" event.

[Thirty Seven]

Created "Trails 365" for 24hr snow removal.

[Thirty Eight]

Created "My South Bend Parks and Trails".

[Thirty Nine]

Created "Department of Venues, Parks, and Arts".

[Forty]

Created "Rental Safety Verification Program" or "RSVP".

[Forty One]

Created the "South Bend Home Repair Program".

[Forty Two]

Created the "Office of Engagement and Economic Empowerment".

[Forty Three]

Created the "Light up South Bend" program using solar power lights city wide.

[Forty Four]

Revitalized Howard Park and reopened the classic and nostalgic Howard Park ice rink.

[Forty Five]

Helped to add 32 homeless shelter units in a refit of the old Oliver Apartments downtown.

[Forty Six]

Helped to create an additional 28 units for the homeless scattered citywide

[Forty Seven]

Loosened citywide homeless intake standards as other privately funded centers had a zero tolerance drug and alcohol policy with frequent drug and alcohol screening. The reason behind this was Pete's idea of finding shelter first, with substance abuse programs to follow as opposed to being a disqualifier.

[Forty Eight]

Would personally meet with South Bend homeless under a notorious downtown viaduct makeshift camp to see that every single one of them had shelter before authorities removed the camp.

[Forty Nine]

Became the voice of reason and an advocate for the homeless as many city business people of relative stature wanted the South Bend homeless camp to be torn down (as it was several times only to be rebuilt) and blamed Mayor Pete for the cities homeless problem. Was a liason between business owners, the police department, South Bend residents, the homeless shelters, and the homeless themselves throughout this homeless crisis.

[Fifty]

Approved a 1M dollar "State of the Art" intake facility for the South Bend homeless.

[Fifty One]

Is part of a Nation wide Mayor's Task Force on addressing homelessness.

[Fifty Two]

Worked with the NAACP in creation of a Diversity & Inclusion Department, which is working to increase contracting with minority-owned businesses. This strenghtend Mayor Pete's relationship with South Bend's black community and helped with the city's \$4 million renovation of the Charles Black Center.

[Fifty Three]

15,000 new jobs.

[Fifty Four]

Unemployment fell by an overall 7%, from 11.8% unemployment to 4.1% unemployment.

[Fifty Five]

Created "West Side Small Business Resource Center".

[Fifty Six]

Created the "Office of Engagement and Economic Empowerment .

Fifty Seven]

Started the downtown South Bend to downtown Chicago connection initiative by revitalizing the South Shore rail line.

[Fifty Eight]

Supported and welcomed new Minor League Baseball team the South Bend Cubs to downtown Four Winds Ballpark.

[Fifty Nine]

Facilitated \$22M "Ivy at Berlin Place" project, adjacent to Four Winds Ball Park, noted to be South Bend's own little Chicago style "Wrigleyville".

[Sixty]

Renovation of Chase Tower.

[Sixty One]

Brought in an Embassy Suites.

[Sixty Two]

Revitalized South Bend downtown, river front, city parks, bike trails.

[Sixty Three]

Was Mayor during the time when Notre Dame brought Garth Brooks to perform at their first concert ever in Notre Dame Stadium.

[Sixty Four]

Brought NHL Classic to Notre Dame.

[Sixty Five]

Rushed to the emergency room to translate for an Arabic speaking patient that doctors couldn't understand. (Arabic is one of 8 languages that Mayor Pete speaks fluently. He's beginning to learn sign language as well).

[Sixty Six]

Played concert piano with the South Bend Symphony Orchestra.

[Sixty Seven]

Sat in as a guest piano player for popular artist Ben Folds.

[Sixty Eight]

Advocate of rescuing shelter dogs from the South Bend Humane Society. A lover of two rescues himself, Buddy and Truman.

[Sixty Nine]

Approved major downtown library addition and renovation.

[Seventy]

Hosted the South Bend 150 Year Anniversary Celebration with 40,000+ people downtown in attendance.

Please feel free to copy and share

#bryanwithawhy

Sent from my iPhone 6...

From: [Adam Chapdelaine](#)
To: [dianemahon](#) [REDACTED]
Subject: (Archive Copy) Re: Fwd: [arlington] Next week: panel on racism and the criminal justice system
Date: Wednesday, May 15, 2019 3:57:44 PM

Thank you

Adam W. Chapdelaine
Town Manager
Town of Arlington
730 Massachusetts Avenue
Arlington, MA 02476
(781) 316-3010

From: dianemahon [REDACTED]
To: AChapdelaine@town.arlington.ma.us
Date: Wed, 15 May 2019 16:15:25 +0000 (UTC)
Subject: Fwd: [arlington] Next week: panel on racism and the criminal justice system

FYI....

[dianemahon](#) [REDACTED]

-----Original Message-----

From: Mark Weisz [REDACTED]
To: Sharon Shaloo [REDACTED]
Cc: arlington@arlingtonlist.org <arlington@arlingtonlist.org>
Sent: Tue, May 14, 2019 10:50 pm
Subject: Re: [arlington] Next week: panel on racism and the criminal justice system

Post Scriptum: First Amendment Primer

Sharon, you wrote:

"I had previously seen the HRC as unquestioning boosters of APD (e.g., in their handling of a complaint by a resident of color about the flying of a Confederate flag)..."

Where HRC = Arlington Human Rights Commission and
APC = Arlington Police Department

Apparently Sharon, you don't like Confederate flags flying in town.

Good. We have something in common. I don't either.

But there's NOTHING that APD, or the HRC, or any government agency can do about any private person flying *any* flag -- even a Nazi flag, if you come right down to it.

I don't believe there's anything even a private party (i.e., person, human) can do about it, for that matter. This is a settled First Amendment issue. There's no ambiguity.

It doesn't matter if they're a resident of color. Considerations like that are irrelevant. We may not like it, it might be hurtful, but there's some things we have no control over.

We just have to suck it up.

If you have expectations that the Town, or any agency of the Town, can intervene with someone flying a Confederate flag (and apparently, and inexplicably, you do) then you simply don't understand basic aspects of the legal, governmental and justice system.

And your criticizing the town, or any agency of the town, on that basis is completely and utterly invalid.

Yep.

And that's about all we have to talk about.

Regards,

Mark Weisz

P.S. And sadly, Sharon, your whole posturing on these issues only drowns out and hurts those folks with legitimate issues.

On Mon, May 13, 2019 at 7:53 PM Sharon Shaloo <s_shaloo@msn.com> wrote:

> Indicting a whole town? Wow.

>

>

To post a message to the list, send it to arlington@arlingtonlist.org

Search the archives: <http://www.arlingtonlist.org/archives/search>

To subscribe or unsubscribe, visit <http://www.arlingtonlist.org/subscribe/>

Questions? <http://www.arlingtonlist.org/faq/>

Email the list manager at arlington-owner@arlingtonlist.org

Please help keep the list organized by tagging your message see

<http://arlingtonlist.org/rules/keywords> for details

From: [Adam Chapdelaine](#)
To: [Lynette Culverhouse](#)
Subject: (Archive Copy) Re: thank you
Date: Thursday, May 16, 2019 11:08:41 AM

Lynette,

Thank you for writing. I truly appreciate it.

I'll be talking with Michaiiah in the next few days to see if we can develop some recommended next steps. I'll be sure to let you know what we decide and we can then discuss how you can help.

Thank you again.

Best,
Adam W. Chapdelaine
Town Manager
Town of Arlington
730 Massachusetts Avenue
Arlington, MA 02476
(781) 316-3010

From: Lynette Culverhouse [REDACTED]
To: achapdelaine@town.arlington ma.us
Date: Tue, 14 May 2019 10:51:40 -0400
Subject: thank you

Hi Adam,

I am angry about the Pedrini case but I feel that your willingness last night to listen to perspectives very different to your own was the beginning of a journey. You are a young white man and can have no idea how it feels to be on the receiving end of white male brutality. You showed up and you listened and that matters. I am sure this hasn't been easy for you and won't be as you sit through more of people's hurt feelings, but I want to thank you for being willing to do it. Please let me know if there is any way I can support you going forward.

Lynette

From: [Adam Chapdelaine](#)
To: [REDACTED]
Subject: (Archive Copy) Re: TONIGHT! 5/16 Racism, the criminal justice system and the way forward
Date: Friday, May 17, 2019 6:24:19 AM

I've got a meeting at Town Hall at 2pm, but I could call you after that. Say 3pm?

Sent from my iPhone

On May 17, 2019, at 6:18 AM, Joseph A. Curro, Jr. [REDACTED] wrote:

You really should hear. Unfortunately, I am tapped at work until about 2:30, but I could talk after that.

On Fri, May 17, 2019 at 5:19 AM Adam Chapdelaine

<AChapdelaine@town.arlington.ma.us> wrote:

Thank you, Joe. I attended the DTG meeting Monday and heard quite a bit, but I'm still curious to learn what you've been hearing.

Sent from my iPhone

On May 16, 2019, at 9:44 PM, Joseph A. Curro, Jr. [REDACTED] wrote:

You probably already saw this. I should fill you in on some other things I have been hearing.

Joe

----- Forwarded message -----

From: **Teosinte Arlington** [REDACTED]
Date: Thu, May 16, 2019 at 9:17 AM
Subject: TONIGHT! 5/16 Racism, the criminal justice system and the way forward
To: Elizabeth & Steven Dray [REDACTED]

Correct date is tonight. sorry for the double email
See you there!

Hi Amigos and Amigas,

This discussion is especially topical as Arlington Police Department has reinstated Rick Pedrini, the racist police officer who published 3 articles in which he advocated violence against immigrants, members of the LGBTQ community, drug addicts and social justice advocates. Among many other disturbing comments, he wrote "Let's meet violence with violence and get the job done". He will be back on the streets of Arlington and carrying a gun by

the end of June.

I urge you to take a stand against this decision by our Town Manager and Chief of Police and let them know that Arlington has zero tolerance for racist police officers. Please attend this discussion, read up about this situation with officer Pedrini if you are not familiar with it and pass this information on to sympathetic folks.

We are better than this. Our community deserves a police department that **ALL OF US** can trust and feel safe with.

join us,

Thursday, 5/6

**"Racism, the Criminal Justice System and the Way Forward."
7pm, the Calvary Methodist Church, [300 Mass Ave.](#)**

The **keynote speaker will be Sophia Hall, an attorney with the Lawyers for Civil**

Rights: <http://lawyerscom.org/team/sophia-hall/>

A second speaker is Patricia Montes of Centro

Presente: <https://www.cpresente.org/who-we-are>

The panel will be discussing racial profiling and disparities in our approach to policing, courts and incarceration system, and alternative approaches and ways to change.

We would love to see you there

Elizabeth

"When injustice becomes law, resistance becomes duty"

Thomas Jefferson

From: [Adam Chapdelaine](#)
To: [Julie Flaherty](#)
Subject: (Archive Copy) Re: DTG on May 13th
Date: Monday, May 20, 2019 1:10:20 PM

Okay. I'll probably meet with her Friday and then we can talk next week.

Adam W. Chapdelaine
Town Manager
Town of Arlington
730 Massachusetts Avenue
Arlington, MA 02476
(781) 316-3010

From: "Julie Flaherty" <JFlaherty@town.arlington.ma.us>
To: "Adam Chapdelaine" <AChapdelaine@town.arlington.ma.us>
Date: Mon, 20 May 2019 11:41:12 -0400
Subject: Re: DTG on May 13th

Adam,
I am attending The MMCC Conference on Thursday and Friday and am not available. Next week I am available anytime Tuesday, Wednesday and Thursday, or you can fill me in after you meet on Friday.
Thank you.

Julie Flaherty
Acting Chief of Police
Arlington Police Department
112 Mystic Street
Arlington, Massachusetts 02474
781 316 3901

From: "Adam Chapdelaine" <AChapdelaine@town.arlington.ma.us>
To: "Michaiah" <diversitytaskgrouparl@gmail.com>
Cc: "Julie Flaherty" <JFlaherty@town.arlington.ma.us>
Date: Mon, 20 May 2019 09:57:10 -0400
Subject: Re: DTG on May 13th

Hi Michaiah,

Sorry I missed you this morning. I've looped Julie in here as well.

Right now, Friday morning after 9am is looking best for me.

How does that work for each of you?

Thanks,

Adam W. Chapdelaine
Town Manager
Town of Arlington
730 Massachusetts Avenue
Arlington, MA 02476
(781) 316-3010

From: Michaiah <diversitytaskgrouparl@gmail.com>
To: Adam Chapdelaine <ACHapdelaine@town.arlington.ma.us>
Date: Mon, 20 May 2019 09:26:23 -0400
Subject: Re: DTG on May 13th

Hi Adam, lovely to see the back of your head this morning in the conference room. (I was at a meeting at Town Hall and stopped upstairs to see if I could see you and schedule a debrief/planning date). Are you someone who benefits from a reminder?

Hope your day goes well.
Michaiah

On Tue, May 14, 2019 at 6:58 AM Adam Chapdelaine <ACHapdelaine@town.arlington.ma.us> wrote:
Thank you, Michaiah. I agree that the meeting was quite tough.

I have a lot of thoughts, but they're probably best shared in person.

Let's plan to connect after Town Meeting concludes (hopefully on Wednesday). I'll send some dates when I'm in front of my computer later today.

Thank you.

Sent from my iPhone

On May 13, 2019, at 11:28 PM, Michaiah <diversitytaskgrouparl@gmail.com> wrote:

Julie and Adam, that was Not an easy meeting. Thank you both tremendously for being at DTG tonight. There were many people I hadn't met before. And there's room for my growth as chair/moderator (e.g reflecting and not joining).

I hope you'll have space to process and debrief the fullness of this meeting and all your other meetings you had today. About half the group stayed to process their thoughts and feelings, which I can send you.

Thanks for being so public tonight. We recognized the complexity of being the face and voice of an institution. I'm learning from you. I appreciate knowing you both.

I don't know what's next for this group of people and the town, but I'd be interested in talking with you more whenever you can make the time. You let me know.

Michaiah

On Friday, May 3, 2019, Michaiah <diversitytaskgrouparl@gmail.com> wrote:
Thanks, Adam. Good plan.

On Thursday, May 2, 2019, Adam Chapdelaine <ACHapdelaine@town.arlington.ma.us> wrote:

Michaiah,

I am thinking that we'll likely still be in Town Meeting on the 13th, but we won't know for sure until next Wednesday. I'd be willing to come to DTG from 6:45 - 7:45 and then head to Town Meeting, but I don't want the dialogue to feel overly rushed.

If Town Meeting is over, then I'll gladly be there.

Would it be best to touch base next Thursday AM when we know where we stand with Town Meeting and make a plan from there?

Best,
Adam W. Chapdelaine
Town Manager
Town of Arlington
[730 Massachusetts Avenue](#)
[Arlington, MA 02476](#)
(781) 316-3010

From: Michaiah <diversitytaskgrouparl@gmail.com>
To: Adam Chapdelaine <achapdelaine@town.arlington.ma.us>, Julie Flaherty <jflaherty@town.arlington.ma.us>
Date: Wed, 1 May 2019 21:32:14 -0400
Subject: DTG on May 13th

Good evening Adam and Julie,

I'm watching Town Meeting tonight again from the comforts of my home. :)
Keep up the good work.

I'm emailing you now to determine if you'd like to make a big appearance at our Diversity group on Monday May 13th from 6:45pm-9pm in the Jefferson Cutter House. If you are able to go, I'd love to talk briefly with you about the process and plan and hoped for outcomes or goals for our time.

Feel free to type up a few thoughts over e-mail, discuss on the phone, or meet in person (30 minutes) 8am-2pm this week.

Cheers.

Michaiah

For your eyes only, here are my digits 617 [REDACTED]

On Tue, Apr 9, 2019 at 10:19 AM Michaiah <diversitytaskgrouparl@gmail.com> wrote:

Hi Julie & Adam,

Julie, good to see at Magnolia park on Sunday. Your officers really respect you. It was so noisy at the park and difficult to hear all the speakers but when you spoke, they all moved in, turned their radios down, and got quiet to hear you. If you want to hear any other feedback I can share it later.

Adam, I hope BOS went well last night.

And last night at the Diversity Task Group I wanted to take the pulse on community questions re: Lt. Pedrini. I framed it with ground rules with how we were going to have the conversation (respectful, honest, with the aim of being helpful).and promoted that the town leaders, APD, and community are all dealing

with collateral consequences of standing by the principles and values of RJ. Here's what came up

- The leadership in town need to hear and acknowledge that there was tremendous harm to their faith in gvt and apd...
- is Lt. Pedrini the only one with this mentality?
- RJ not meant for personnel policy
- desire for transparency
- other friends from neighboring communities have lost faith in their PD because of Pedrini's columns (and family members in the western part of MA were talking about the case with family members in Arlington)-- how can Pedrini repair harm done that was so wide spread?
- lots of questions about how civil service union (how and why former chief Ryan was not hired with it and then got back in it)
- What does the town harassment policies say?
- In what way is APD monitoring Pedrini ("he shouldn't get 3 strikes")- What happens if he slips up?
- What retribution is he making to the harmed groups-- immigrant community and recovery groups?
- How is RJ going to be used now for marginalized groups in Arlington?

We only had 20 minutes for discussion and then ended our time with a quote from James Baldwin.

I'd welcome either or both of you to come to our meeting in May 13th, before we break for the summer, if you wanted to. The group size is typically 15-25 people and rotates between about 50 or so active members.

p.s. apologies for typos.

p.s.s. I know you also have pressing issues you're dealing with and please let me know if DTG can be of any help.

Michaiah

From: [Adam Chapdelaine](#)
To: [Michaiah](#)
Cc: [Julie Flaherty](#)
Subject: (Archive Copy) Re: DTG on May 13th
Date: Monday, May 20, 2019 1:28:11 PM

Great. Thanks, Michaiah,

Adam W. Chapdelaine
Town Manager
Town of Arlington
730 Massachusetts Avenue
Arlington, MA 02476
(781) 316-3010

From: Michaiah <diversitytaskgrouparl@gmail.com>
To: Adam Chapdelaine <ACHapdelaine@town.arlington.ma.us>
Cc: Julie Flaherty <JFlaherty@town.arlington.ma.us>
Date: Mon, 20 May 2019 13:16:14 -0400
Subject: Re: DTG on May 13th

ok!

Yes, I'd appreciate that.

And, of course notes will be shared with Julie.

9:30am is just fine.

On Mon, May 20, 2019 at 1:11 PM Adam Chapdelaine <ACHapdelaine@town.arlington.ma.us> wrote:
Julie cannot make it, but I think the two of them should meet to keep the discussion moving.

Is 9:30am okay?

Adam W. Chapdelaine
Town Manager
Town of Arlington
730 Massachusetts Avenue
Arlington, MA 02476
(781) 316-3010

From: Michaiah <diversitytaskgrouparl@gmail.com>
To: Adam Chapdelaine <ACHapdelaine@town.arlington.ma.us>
Cc: Julie Flaherty <JFlaherty@town.arlington.ma.us>
Date: Mon, 20 May 2019 12:28:33 -0400
Subject: Re: DTG on May 13th

Woops- I meant to reply to both of you.
Friday morning is fine for me.

Michaiah

On Mon, May 20, 2019 at 9:57 AM Adam Chapdelaine <AChapdelaine@town.arlington.ma.us> wrote:
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[730 Massachusetts Avenue](https://www.townofarlington.com/730%20Massachusetts%20Avenue%20Arlington%2C%20MA%2002476)
[Arlington, MA 02476](https://www.townofarlington.com/730%20Massachusetts%20Avenue%20Arlington%2C%20MA%2002476)
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To: Adam Chapdelaine <achapdelaine@town.arlington.ma.us>, Julie Flaherty <jflaherty@town.arlington.ma.us>
Date: Wed, 1 May 2019 21:32:14 -0400
Subject: DTG on May 13th

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<diversitytaskgrouparl@gmail.com> wrote:
Hi Julie & Adam,

Julie, good to see at Magnolia park on Sunday. Your officers really respect you. It was so noisy at the park and difficult to hear all the speakers but when you spoke, they all moved in, turned their radios down, and got quiet to hear you. If you want to hear any other feedback I can share it later.

Adam, I hope BOS went well last night.

And last night at the Diversity Task Group I wanted to take the pulse on community questions re: Lt. Pedrini. I framed it with ground rules with how we were going to have the conversation (respectful, honest, with the aim of being helpful).and promoted that the town leaders, APD, and community are all dealing with collateral consequences of standing by the principles and values of RJ. Here's what came up

- The leadership in town need to hear ad acknowledge that there was tremendous harm to their faith in gvt and apd...
- is lt. pedrini the only one with this mentality?
- RJ not meant for personell policy
- desire for transparency
- other friends from neighboring communities have lost faith in their PD because of Pedrini's columns (and family members in the western part of MA were talking about the case with family members in Arlington)-
- how can Pedrini repair harm done that was so wide spread?
- lots of questions about how civil service union (how and why former chief Ryan was not hired with it and then got back in it)
- What does the town harassment policies say?
- In what way is APD monitoring Pedrini ("he shouldn't get 3 strikes")-
What happens if he slips up?
- What retribution is he making to the harmed groups-- immigrant community and recovery groups?
- How is RJ going to be used now for marginalized groups in Arlington?

We only had 20 minutes for discussion and then ended our time with a quote from James Baldwin.

I'd welcome either or both of you to come to our meeting in May 13th, before we break for the summer, if you wanted to. The group size is typically 15-25 people and rotates between about 50 or so active members.

p.s. apologies for typos.

p.s.s. I know you also have pressing issues you're dealing with and please let me know if DTG can be of any help.

Michaiah

From: [Michaiah](#)
To: [Adam Chapdelaine](#)
Subject: (Archive Copy) Re: DTG on May 13th
Date: Tuesday, May 21, 2019 4:04:51 PM

Me too. our community needed that.

On Tue, May 21, 2019 at 8:34 AM Adam Chapdelaine
<AChapdelaine@town.arlington.ma.us> wrote:

Thanks, Michaiah. What an amazing event. I was so moved by the power of the community.

Adam W. Chapdelaine
Town Manager
Town of Arlington
730 Massachusetts Avenue
Arlington, MA 02476
(781) 316-3010

From: Michaiah <diversitytaskgrouparl@gmail.com>
To: Adam Chapdelaine <AChapdelaine@town.arlington.ma.us>
Date: Mon, 20 May 2019 21:59:06 -0400
Subject: Re: DTG on May 13th

well done tonight!
#thunderouslyapplaudingmytownmanager :)

On Mon, May 20, 2019 at 1:28 PM Adam Chapdelaine <AChapdelaine@town.arlington.ma.us> wrote:
Great. Thanks, Michaiah,

Adam W. Chapdelaine
Town Manager
Town of Arlington
730 Massachusetts Avenue
Arlington, MA 02476
(781) 316-3010

From: Michaiah <diversitytaskgrouparl@gmail.com>
To: Adam Chapdelaine <AChapdelaine@town.arlington.ma.us>
Cc: Julie Flaherty <JFlaherty@town.arlington.ma.us>
Date: Mon, 20 May 2019 13:16:14 -0400
Subject: Re: DTG on May 13th

ok!
Yes, I'd appreciate that.
And, of course notes will be shared with Julie.
9:30am is just fine.

On Mon, May 20, 2019 at 1:11 PM Adam Chapdelaine <AChapdelaine@town.arlington.ma.us> wrote:
Julie cannot make it, but I think the two of them should meet to keep the discussion moving.

Is 9:30am okay?

Adam W. Chapdelaine
Town Manager
Town of Arlington
730 Massachusetts Avenue
Arlington, MA 02476
(781) 316-3010

From: Michaiah <diversitytaskgrouparl@gmail.com>
To: Adam Chapdelaine <AChapdelaine@town.arlington.ma.us>
Cc: Julie Flaherty <JFlaherty@town.arlington.ma.us>
Date: Mon, 20 May 2019 12:28:33 -0400
Subject: Re: DTG on May 13th

Woops- I meant to reply to both of you.
Friday morning is fine for me.

Michaiah

On Mon, May 20, 2019 at 9:57 AM Adam Chapdelaine <AChapdelaine@town.arlington.ma.us> wrote:

Hi Michaiah,

Sorry I missed you this morning. I've looped Julie in here as well.

Right now, Friday morning after 9am is looking best for me.

How does that work for each of you?

Thanks,
Adam W. Chapdelaine
Town Manager
Town of Arlington
730 Massachusetts Avenue
Arlington, MA 02476
(781) 316-3010

From: Michaiah <diversitytaskgrouparl@gmail.com>
To: Adam Chapdelaine <AChapdelaine@town.arlington.ma.us>
Date: Mon, 20 May 2019 09:26:23 -0400
Subject: Re: DTG on May 13th

Hi Adam, lovely to see the back of your head this morning in the conference room. (I was at a meeting at Town Hall and stopped upstairs to see if I could see you and schedule a debrief/planning date). Are you someone who benefits from a reminder?

Hope your day goes well.
Michaiah

On Tue, May 14, 2019 at 6:58 AM Adam Chapdelaine <AChapdelaine@town.arlington.ma.us> wrote:

Thank you, Michaiah. I agree that the meeting was quite tough.

I have a lot of thoughts, but they're probably best shared in person.

Let's plan to connect after Town Meeting concludes (hopefully on Wednesday). I'll send some dates when I'm in front of my computer later today.

Thank you.

Sent from my iPhone

On May 13, 2019, at 11:28 PM, Michaiah <diversitytaskgrouparl@gmail.com> wrote:

Julie and Adam, that was Not an easy meeting. Thank you both tremendously for being at DTG tonight. There were many people I hadn't met before. And there's room for my growth as chair/moderator (e.g reflecting and not joining).

I hope you'll have space to process and debrief the fullness of this meeting and all your other meetings you had today. About half the group stayed to process their thoughts and feelings, which I can send you.

Thanks for being so public tonight. We recognized the complexity of being the face and voice of an institution. I'm learning from you. I appreciate knowing you both.

I don't know what's next for this group of people and the town, but I'd be interested in talking with you more whenever you can make the time. You let me know.

Michaiah

On Friday, May 3, 2019, Michaiah <diversitytaskgrouparl@gmail.com> wrote:
Thanks, Adam. Good plan.

On Thursday, May 2, 2019, Adam Chapdelaine
<AChapdelaine@town.arlington.ma.us> wrote:
Michaiah,

I am thinking that we'll likely still be in Town Meeting on the 13th, but we won't know for sure until next Wednesday. I'd be willing to come to DTG from 6:45 - 7:45 and then head to Town Meeting, but I don't want the dialogue to feel overly rushed.

If Town Meeting is over, then I'll gladly be there.

Would it be best to touch base next Thursday AM when we know where we stand with Town Meeting and make a plan from there?

Best,
Adam W. Chapdelaine
Town Manager
Town of Arlington
[730 Massachusetts Avenue](#)
[Arlington, MA 02476](#)
(781) 316-3010

From: Michaiah <diversitytaskgrouparl@gmail.com>
To: Adam Chapdelaine <achapdelaine@town.arlington.ma.us>, Julie Flaherty <jflaherty@town.arlington.ma.us>
Date: Wed, 1 May 2019 21:32:14 -0400
Subject: DTG on May 13th

Good evening Adam and Julie,

I'm watching Town Meeting tonight again from the comforts of my home. :)

Keep up the good work.

I'm emailing you now to determine if you'd like to make a big appearance at our Diversity group on Monday May 13th from 6:45pm-9pm in the Jefferson Cutter House. If you are able to go, I'd love to talk briefly with you about the process and plan and hoped for outcomes or goals for our time.

Feel free to type up a few thoughts over e-mail, discuss on the phone, or meet in person (30 minutes) 8am-2pm this week.

Cheers.

Michaiah

For your eyes only, here are my digits 617- [REDACTED]

On Tue, Apr 9, 2019 at 10:19 AM Michaiah <diversitytaskgrouparl@gmail.com> wrote:

Hi Julie & Adam,

Julie, good to see at Magnolia park on Sunday. Your officers really respect you. It was so noisy at the park and difficult to hear all the speakers but when you spoke, they all moved in, turned their radios down, and got quiet to hear you. If you want to hear any other feedback I can share it later.

Adam, I hope BOS went well last night.

And last night at the Diversity Task Group I wanted to take the pulse on community questions re: Lt. Pedrini. I framed it with ground rules with how we were going to have the conversation (respectful, honest, with the aim of being helpful).and promoted that the town leaders, APD, and community are all dealing with collateral consequences of standing by the principles and values of RJ. Here's what came up

- The leadership in town need to hear and acknowledge that there was tremendous harm to their faith in gvt and apd...
- is Lt. Pedrini the only one with this mentality?
- RJ not meant for personnel policy
- desire for transparency
- other friends from neighboring communities have lost faith in their PD because of Pedrini's columns (and family members in the western part of MA were talking about the case with family members in Arlington)-- how can Pedrini repair harm done that was so wide spread?
- lots of questions about how civil service union (how and why

former chief Ryan was not hired with it and then got back in it)

- What does the town harassment policies say?
- In what way is APD monitoring Pedrini ("he shouldn't get 3 strikes")- What happens if he slips up?
- What retribution is he making to the harmed groups-- immigrant community and recovery groups?
- How is RJ going to be used now for marginalized groups in Arlington?

We only had 20 minutes for discussion and then ended our time with a quote from James Baldwin.

I'd welcome either or both of you to come to our meeting in May 13th, before we break for the summer, if you wanted to. The group size is typically 15-25 people and rotates between about 50 or so active members.

p.s. apologies for typos.

p.s.s. I know you also have pressing issues you're dealing with and please let me know if DTG can be of any help.

Michaiah

From: [Julie Flaherty](mailto:Julie.Flaherty@town.arlington.ma.us)
To: ACHapdelaine@town.arlington.ma.us
Subject: (Archive Copy) Fwd: Pedrini Threat
Date: Wednesday, May 22, 2019 11:10:38 AM

Adam

I'm available to discuss and fill you in whenever you have a chance.

Thank you.

Begin forwarded message:

From: Erik <[REDACTED]>
Date: May 22, 2019 at 10:56:17 AM EDT
To: JFlaherty@town.arlington.ma.us, achapdelaine@town.arlington.ma.us
Cc: Laura Kiesel <[REDACTED]>
Subject: Pedrini Threat

Town Manager and Chief of Police,

Pedrini has been back to work a little over a month, and already he's rubbing shoulders with the town racist, Stephen Harrington.

As for this being coincidental, I'm going to say the APD has a big wall of distrust to scale here-- as in, this does not look good for Pedrini or the APD.

As for the threat below, I am formally requesting an internal investigation into Pedrini's actions in relation to the below.

I'll follow up to see that the investigation has begun and how it progresses.

I'm expecting full transparency.

Thanks,

Erik Pohl

----- Forwarded message -----

From: **Stephen Harrington** <[REDACTED]>
Date: Tue, May 21, 2019 at 11:04 PM
Subject: Mobbing and smearing oh my
To: <[REDACTED]>

I've BCC'd about two dozen people here.

Many of you are engaged in a coordinated effort to destroy a resident of

Arlington; APD Pedrini.

I've never met any of you, nor had I ever met Pedrini, until today. My interaction was completely unexpected, innocent and we merely exchanged random banter completely devoid of any recent events that you *all* are obsessed with.

I have one question for each of you.

Have you ever talked to Pedrini? You, personally, about anything at all?

Have you?

I'll give you 24 hours to respond before publicly chastising, castigating and whatever the fuck you think you've been doing the past few months.

Let's see what you are made of.

From: Lynette [REDACTED]
To: JFlaherty@town.arlington.ma.us; Adam.Chapdelaine@ngreenfield.arlingtonhumanrights.org; dswanson@arlingtonhumanrights.org; Joseph.Curro
Subject: (Archive Copy) threatening email received by Laura Keisel
Date: Wednesday, May 22, 2019 12:37:41 PM

Good afternoon.

I am writing as a concerned citizen in regards to the threats from Stephen Harrington made against Laura Keisel who has been working on an article regarding the restorative justice process for Lt Pedrini. I believe she has emailed everyone on this email expressing her concerns and I would like to echo those concerns. As a [REDACTED], female journalist and activist in our town, I have witnessed her receive a lot of unwanted negative attention. I very much respect the work she does to make Arlington an inclusive town and I hope there is a way town officials are able to support her efforts (regardless of how uncomfortable her viewpoints may be for some of us), such that she feels welcome rather than targeted. Please advise if there is anyway I can be supportive as a citizen. I look forward to your reply.

Respectfully,
Lynette Martyn

--

Join the Conversation: [Diversity and Inclusion Groups \(DIGs\) - Arlington Public Schools, MA](#)

Pronouns: she/her/hers

A journey of a thousand miles begins with a single step. Lao Tzu

From: [Lynette Culverhouse](#)
To: [Laura Kiesel](#)
Cc: [Adam Chapdelaine](#); [Selectman Joseph Curro](#)
Subject: (Archive Copy) Re: threatening email
Date: Wednesday, May 22, 2019 1:47:59 PM

Shit, this is escalating but could help our cause. Sending out that letter right after meeting with pedrini indicates that there is a link. I have forwarded the letter along with a request for an investigation to Adam, Julie, Naomi, David and Joe Curro. And I would like a transparent process of any response or investigation.

So sorry you have to go through this Laura. Just know that you are not alone. We will have your back as long as it takes.

Lynette C

On Wed, May 22, 2019 at 10:56 AM Laura Kiesel [REDACTED] wrote:
Hello Adam and Joe,

I am forwarding you a message I received this morning. Are you familiar with this person, Stephen Harrington? He is a blatant racist--I've seen him call people of color disgusting slurs on Arlington Facebook pages and even threaten to blow up their homes and hurt them (which is illegal and not covered by the First Amendment, but for some reason, people just treat his threats as harmless).

Someone--actually Paul Schlichtman--told me last week that Harrington has been "plotting" against me on social media and I've been the target of threats (I can't see it because I long ago blocked him on Facebook). I find it strange that Harrington asserts he had a conversation with Pedrini yesterday and now he is suddenly sending a threatening message out to two dozen people in town. Is Pedrini aware of this? This doesn't offer me a lot of confidence in what his reinstatement implies for those of us who are more vulnerable, in a town now becoming infamous hate crimes in the Commonwealth.

I don't know if you have been aware, but some of us who have been vocal about not agreeing with Pedrini's reinstatement have been receiving harassing emails, libeled and subtly threatened by other Town members. I would like to know where Town officials and the APD are in denouncing this publicly?

I hope this is a matter that Town official and the APD will be taking very seriously. As I mentioned, [REDACTED], and an earmark in case someone attempts to SWAT me. I have forwarded this email to Julie Flaherty, voicing the same concerns to her I have voiced to you, and requested that Stephen Harrington's email added to that file.

My feature article on Pedrini will be coming out in a couple of weeks, and I have a feeling my vulnerability or receipt of threats and harassment will be going up in Town. My editor and his lawyers take it very seriously and will likely be in contact with you Adam.

Thank you for your consideration.

Sincerely,

Laura Kiesel

----- Forwarded message -----

From: **Stephen Harrington** [REDACTED]
Date: Tue, May 21, 2019 at 11:04 PM
Subject: Mobbing and smearing oh my
To: [REDACTED]

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I have one question for each of you.

Have you ever talked to Pedrini? You, personally, about anything at all?

Have you?

I'll give you 24 hours to respond before publicly chastising, castigating and whatever the fuck you think you've been doing the past few months.

Let's see what you are made of.

--

Laura Kiesel
Freelance Writer and Editor
www.laurakiesel.com
<http://twitter.com/SurvivalWriter>

From: [Adam Chapdelaine](#)
To: [Erik; JFlaherty@town.arlington.ma.us](#)
Cc: [Laura Kiesel](#)
Subject: (Archive Copy) Re: Pedrini Threat
Date: Wednesday, May 22, 2019 3:54:39 PM

Erik,

Thank you for writing to bring this to our attention. Chief Flaherty and I have discussed this matter and we both agree that it needs to be addressed. The Chief will respond with more details on her planned next steps by the close of business tomorrow.

Best,
Adam W. Chapdelaine
Town Manager
Town of Arlington
730 Massachusetts Avenue
Arlington, MA 02476
(781) 316-3010

From: Erik [REDACTED]
To: JFlaherty@town.arlington.ma.us, achapdelaine@town.arlington.ma.us
Cc: Laura Kiesel [REDACTED]
Date: Wed, 22 May 2019 10:56:17 -0400
Subject: Pedrini Threat

Town Manager and Chief of Police,

Pedrini has been back to work a little over a month, and already he's rubbing shoulders with the town racist, Stephen Harrington.

As for this being coincidental, I'm going to say the APD has a big wall of distrust to scale here-- as in, this does not look good for Pedrini or the APD.

As for the threat below, I am formally requesting an internal investigation into Pedrini's actions in relation to the below.

I'll follow up to see that the investigation has begun and how it progresses.

I'm expecting full transparency.

Thanks,

Erik Pohl

----- Forwarded message -----

From: **Stephen Harrington** <[REDACTED]>
Date: Tue, May 21, 2019 at 11:04 PM
Subject: Mobbing and smearing oh my
To: [REDACTED]

I've BCC'd about two dozen people here.

Many of you are engaged in a coordinated effort to destroy a resident of Arlington; APD Pedrini.

I've never met any of you, nor had I ever met

Pedrini, until today. My interaction was completely unexpected, innocent and we merely exchanged random banter completely devoid of any recent events that you *all* are obsessed with.

I have one question for each of you.

Have you ever talked to Pedrini? You, personally, about anything at all?

Have you?

I'll give you 24 hours to respond before publicly chastising, castigating and whatever the fuck you think you've been doing the past few months.

Let's see what you are made of.

From: [Adam Chapdelaine](#)
To: [Laura Kiesel](#); [Selectman Joseph Curro](#)
Cc: [Julie Flaherty](#)
Subject: (Archive Copy) Re: threatening email
Date: Wednesday, May 22, 2019 3:56:14 PM

Laura,

Thank you for writing to bring this to our attention. Chief Flaherty and I have discussed this matter and we both agree that it needs to be addressed. The Chief will respond with more details on her planned next steps by the close of business tomorrow.

I am sorry that you are having to deal with this.

Best,
Adam W. Chapdelaine
Town Manager
Town of Arlington
730 Massachusetts Avenue
Arlington, MA 02476
(781) 316-3010

From: Laura Kiesel [REDACTED]
To: Adam Chapdelaine <AChapdelaine@town.arlington.ma.us>, Selectman Joseph Curro <jcurro@town.arlington ma.us>
Date: Wed, 22 May 2019 10:56:35 -0400
Subject: threatening email

Hello Adam and Joe,

I am forwarding you a message I received this morning. Are you familiar with this person, Stephen Harrington? He is a blatant racist--I've seen him call people of color disgusting slurs on Arlington Facebook pages and even threaten to blow up their homes and hurt them (which is illegal and not covered by the First Amendment, but for some reason, people just treat his threats as harmless).

Someone--actually Paul Schlichtman--told me last week that Harrington has been "plotting" against me on social media and I've been the target of threats (I can't see it because I long ago blocked him on Facebook). I find it strange that Harrington asserts he had a conversation with Pedrini yesterday and now he is suddenly sending a threatening message out to two dozen people in town. Is Pedrini aware of this? This doesn't offer me a lot of confidence in what his reinstatement implies for those of us who are more vulnerable, in a town now becoming infamous hate crimes in the Commonwealth.

I don't know if you have been aware, but some of us who have been vocal about not agreeing with Pedrini's reinstatement have been receiving harassing emails, libeled and subtly threatened by other Town members. I would like to know where Town officials and the APD are in denouncing this publicly?

I hope this is a matter that Town official and the APD will be taking very seriously. As I mentioned, [REDACTED], and an earmark in case someone attempts to swat me. I have forwarded this email to Julie Flaherty, voicing the same concerns to her I have voiced to you, and requested that Stephen Harrington's email added to that file.

My feature article on Pedrini will be coming out in a couple of weeks, and I have a feeling my vulnerability or receipt of threats and harassment will be going up in Town. My editor and his lawyers take it very seriously and will likely be in contact with you Adam.

Thank you for your consideration.

Sincerely,

Laura Kiesel

----- Forwarded message -----

From: **Stephen Harrington** [REDACTED]
Date: Tue, May 21, 2019 at 11:04 PM
Subject: Mobbing and smearing oh my
To: [REDACTED]

I've BCC'd about two dozen people here.

Many of you are engaged in a coordinated effort to destroy a resident of Arlington; APD Pedrini.

I've never met any of you, nor had I ever met Pedrini, until today. My interaction was completely unexpected, innocent and we merely exchanged random banter completely devoid of any recent events that you *all* are obsessed with.

I have one question for each of you.

Have you ever talked to Pedrini? You, personally, about anything at all?

Have you?

I'll give you 24 hours to respond before publicly chastising, castigating and whatever the fuck you think you've been doing the past few months.

Let's see what you are made of.

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Laura Kiesel
Freelance Writer and Editor
www.laurakiesel.com
<http://twitter.com/SurvivalWriter>

From: [Adam Chapdelaine](#)
To: [Lynette](#); JFlaherty@town.arlington.ma.us; ngreenfield@arlingtonhumanrights.org; dswanson@arlingtonhumanrights.org; [Joseph Curro](#)
Subject: (Archive Copy) Re: threatening email received by Laura Keisel
Date: Wednesday, May 22, 2019 3:56:54 PM

Lynette,

Thank you for writing to bring this to our attention. Chief Flaherty and I have discussed this matter and we both agree that it needs to be addressed. The Chief will respond with more details on her planned next steps by the close of business tomorrow.

Best,
Adam W. Chapdelaine
Town Manager
Town of Arlington
730 Massachusetts Avenue
Arlington, MA 02476
(781) 316-3010

From: Lynette [REDACTED]
To: JFlaherty@town.arlington.ma.us, Adam Chapdelaine <achapdelaine@town.arlington.ma.us>, ngreenfield@arlingtonhumanrights.org, dswanson@arlingtonhumanrights.org, Joseph Curro [REDACTED]

Date: Wed, 22 May 2019 12:26:09 -0400
Subject: threatening email received by Laura Keisel

Good afternoon.

I am writing as a concerned citizen in regards to the threats from Stephen Harrington made against Laura Keisel who has been working on an article regarding the restorative justice process for Lt Pedrini. I believe she has emailed everyone on this email expressing her concerns and I would like to echo those concerns. As a disabled, lower income, female journalist and activist in our town, I have witnessed her receive a lot of unwanted negative attention. I very much respect the work she does to make Arlington an inclusive town and I hope there is a way town officials are able to support her efforts (regardless of how uncomfortable her viewpoints may be for some of us), such that she feels welcome rather than targeted. Please advise if there is anyway I can be supportive as a citizen. I look forward to your reply.

Respectfully,
Lynette Martyn

--

Join the Conversation: [Diversity and Inclusion Groups \(DIGs\) - Arlington Public Schools, MA](#)

Pronouns: she/her/hers

A journey of a thousand miles begins with a single step. Lao Tzu

From: [Adam Chapdelaine](#)
To: [Lynette Culverhouse](#); [Julie Flaherty](#); [Naomi Greenfield](#); [dswanson@arlingtonhumanrights.org](#); [Joseph Curro](#)
Subject: (Archive Copy) Re: threatening letter
Date: Wednesday, May 22, 2019 3:57:29 PM

Lynette,

Thank you for writing to bring this to our attention. Chief Flaherty and I have discussed this matter and we both agree that it needs to be addressed. The Chief will respond with more details on her planned next steps by the close of business tomorrow.

Best,
Adam W. Chapdelaine
Town Manager
Town of Arlington
730 Massachusetts Avenue
Arlington, MA 02476
(781) 316-3010

From: Lynette Culverhouse <[REDACTED]>
To: Julie Flaherty <JFlaherty@town.arlington.ma.us>, Adam Chapdelaine <achapdelaine@town.arlington.ma.us>, Naomi Greenfield <ngreenfield@arlingtonhumanrights.org>, dswanson@arlingtonhumanrights.org, Joseph Curro <[REDACTED]>
Date: Wed, 22 May 2019 13:41:58 -0400
Subject: threatening letter

I am extremely concerned about a threatening letter sent to an Arlington journalist and numerous other bcc recipients regarding Pedrini. I am copying it here:

I've BCC'd about two dozen people here.

S

Many of you are engaged in a coordinated effort to destroy a resident of Arlington; APD Pedrini.

I've never met any of you, nor had I ever met Pedrini, until today. My interaction was completely unexpected, innocent and we merely exchanged random banter completely devoid of any recent events that you *all* are obsessed with.

I have one question for each of you.

Have you ever talked to Pedrini? You, personally, about anything at all?

Have you?

I'll give you 24 hours to respond before publicly chastising, castigating and whatever he fuck you think you've been doing the past few months.

Let's see what you are made of "

Since the sender of the letter, Stephen Harrington states that he met with Pedrini today, I would like you to investigate any connection that he may have to sending out this letter, since the threatening tone of it is similar to the tone Pedrini used in his articles.

This is the very thing that is making Arlington residents fearful right now.

Thank you
Lynette Culverhouse

From: [Adam Chapdelaine](#)
To: [Forrest Snyder](#); JFlaherty@town.arlington.ma.us; [REDACTED]
ngreenfield@arlingtonhumanrights.org; dswanson@arlingtonhumanrights.org; [REDACTED]
jcurro@town.arlington.ma.us
Subject: (Archive Copy) Re: Fwd: Mobbing and smearing oh my
Date: Wednesday, May 22, 2019 3:58:55 PM

Forrest,

Thank you for writing to bring this to our attention. Chief Flaherty and I have discussed this matter and we both agree that it needs to be addressed. The Chief will respond with more details on her planned next steps by the close of business tomorrow.

Best,
Adam W. Chapdelaine
Town Manager
Town of Arlington
730 Massachusetts Avenue
Arlington, MA 02476
(781) 316-3010

From: Forrest Snyder [REDACTED]
To: JFlaherty@town.arlington.ma.us, AChapdelaine@town.arlington.ma.us, [REDACTED]
ngreenfield@arlingtonhumanrights.org, dswanson@arlingtonhumanrights.org, [REDACTED]
jcurro@town.arlington.ma.us
Date: Wed, 22 May 2019 13:52:00 -0400
Subject: Fwd: Mobbing and smearing oh my

Hello.

I am writing everyone at the Town of Arlington that I can think of to make you aware of an unexpected and unsettling email I received last night. I have included the full email below. My understanding is that others in our community have also received this email. Back in the old "normal" days, I would have blown something like this off. However, in light of our current political and social climate, I don't want to leave you unaware of what's going on.

I do not know Stephen Harrington. I gather he is upset with my public statements on the community email list, the Arlington List, concerning the Arlington Police Department's Lt. Pedrini, his hateful public statements, and the Town's continuing his employment. It seems to me that Mr. Harrington has been emboldened by Lt. Pedrini's writings and the Town's poor management of events.

I expect you and the Town of Arlington to take Mr. Harrington's threatening email and all that it implies very seriously. In light of the recent suspicious fires at a rabbi's home in Arlington and the on-going racist and hateful speech by others in our community, I presume that you and the Town of Arlington will take a very public and active stand against such abhorrence.

Sincerely,

Forrest Snyder

Begin forwarded message:

From: Stephen Harrington [REDACTED]

Subject: Mobbing and smearing oh my

Date: May 21, 2019 at 11:04:53 PM EDT

To: [REDACTED]

I've BCC'd about two dozen people here.

Many of you are engaged in a coordinated effort to destroy a resident of Arlington; APD Pedrini.

I've never met any of you, nor had I ever met Pedrini, until today. My interaction was completely unexpected, innocent and we merely exchanged random banter completely devoid of any recent events that you *all* are obsessed with.

I have one question for each of you.

Have you ever talked to Pedrini? You, personally, about anything at all?

Have you?

I'll give you 24 hours to respond before publicly chastising, castigating and whatever the fuck you think you've been doing the past few months.

Let's see what you are made of.

From: [Laura Kiesel](#)
To: [Adam Chapdelaine](#)
Cc: [Selectman Joseph Curro](#); [Julie Flaherty](#)
Subject: (Archive Copy) Re: threatening email
Date: Wednesday, May 22, 2019 4:09:31 PM
Attachments: [Screenshot 2019-05-22 at 3.21.19 PM.png](#)
[Screenshot 2019-05-22 at 3.21.10 PM.png](#)
[Screenshot 2019-05-22 at 3.00.14 PM.png](#)
[Screenshot 2019-05-22 at 2.58.58 PM.png](#)
[Screenshot 2019-05-22 at 2.59.22 PM.png](#)
[Screenshot 2019-05-22 at 2.58.37 PM.png](#)
[Screenshot 2019-05-22 at 2.44.06 PM.png](#)

Hello Adam,

Thank you for your attention to this matter. I appreciate it. I am also attaching screen shots of Facebook posts from Stephen Harrington, one dated from May 14th that explicitly names me several times and spotlights me as related to this issue (to show that this morning's email was an escalation of his targeting of me despite me having no contact, interaction or engagement with him; it also leads me to doubt that if he did have conversation with Pedrini as he claims, that my name was somehow not brought up or this topic in general since he seems preoccupied with it). To update you, I have filed a formal complaint with the MA ACLU who have marked my case urgent and the Committee to Protect Journalists (CPJ) as both prominently handle cases of protecting journalists who cover police departments and receive threats of any kind as a result. Thank you again and let me know if you have any questions or need anything else.

Sincerely,

Laura Kiesel

On Wed, May 22, 2019 at 3:56 PM Adam Chapdelaine
<AChapdelaine@town.arlington.ma.us> wrote:

Laura,

Thank you for writing to bring this to our attention. Chief Flaherty and I have discussed this matter and we both agree that it needs to be addressed. The Chief will respond with more details on her planned next steps by the close of business tomorrow.

I am sorry that you are having to deal with this.

Best,
Adam W. Chapdelaine
Town Manager
Town of Arlington
730 Massachusetts Avenue
Arlington, MA 02476
(781) 316-3010

From: Laura Kiesel [REDACTED]
To: Adam Chapdelaine <AChapdelaine@town.arlington.ma.us>, Selectman Joseph Curro <jcurro@town.arlington.ma.us>
Date: Wed, 22 May 2019 10:56:35 -0400
Subject: threatening email

Hello Adam and Joe,

I am forwarding you a message I received this morning. Are you familiar with this person, Stephen Harrington? He is a blatant racist--I've seen him call people of color disgusting slurs on Arlington Facebook pages and even threaten to blow up their homes and hurt them (which is illegal and not covered by the First Amendment, but for some reason, people just treat his threats as harmless).

Someone--actually Paul Schlichtman--told me last week that Harrington has been "plotting" against me on social media and I've been the target of threats (I can't see it because I long ago blocked him on Facebook). I find it strange that Harrington asserts he had a conversation with Pedrini yesterday and now he is suddenly sending a threatening message out to two dozen people in town. Is Pedrini aware of this? This doesn't offer me a lot of confidence in what his reinstatement implies for those of us who are more vulnerable, in a town now becoming infamous hate crimes in the Commonwealth.

I don't know if you have been aware, but some of us who have been vocal about not agreeing with Pedrini's reinstatement have been receiving harassing emails, libeled and subtly threatened by other Town members. I would like to know where Town officials and the APD are in denouncing this publicly?

I hope this is a matter that Town official and the APD will be taking very seriously. As I mentioned, [REDACTED] and an earmark in case someone attempts to swat me. I have forwarded this email to Julie Flaherty, voicing the same concerns to her I have voiced to you, and requested that Stephen Harrington's email added to that file.

My feature article on Pedrini will be coming out in a couple of weeks, and I have a feeling my vulnerability or receipt of threats and harassment will be going up in Town. My editor and his lawyers take it very seriously and will likely be in contact with you Adam.

Thank you for your consideration.

Sincerely,

Laura Kiesel

----- Forwarded message -----

From: **Stephen Harrington** [REDACTED]
Date: Tue, May 21, 2019 at 11:04 PM
Subject: Mobbing and smearing oh my
To: <[REDACTED]>

I've BCC'd about two dozen people here.

Many of you are engaged in a coordinated effort to destroy a resident of Arlington; APD Pedrini.

I've never met any of you, nor had I ever met Pedrini, until today. My interaction was completely unexpected, innocent and we merely exchanged random banter completely devoid of any recent events that you *all* are obsessed with.

I have one question for each of you.

Have you ever talked to Pedrini? You, personally, about anything at all?

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Laura Kiesel
Freelance Writer and Editor
www.laurakiesel.com
<http://twitter.com/SurvivalWriter>

--

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Freelance Writer and Editor
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<http://twitter.com/SurvivalWriter>

From: [Adam Chapdelaine](#)
To: [Laura Kiesel](#)
Cc: [Selectman Joseph Curro](#); [Julie Flaherty](#)
Subject: (Archive Copy) Re: threatening email
Date: Wednesday, May 22, 2019 4:19:14 PM

Laura,

Thank you for providing this additional information.

Sincerely,
Adam W. Chapdelaine
Town Manager
Town of Arlington
730 Massachusetts Avenue
Arlington, MA 02476
(781) 316-3010

From: Laura Kiesel [REDACTED]
To: Adam Chapdelaine <AChapdelaine@town.arlington.ma.us>
Cc: Selectman Joseph Curro <jcurro@town.arlington.ma.us>, Julie Flaherty <JFlaherty@town.arlington.ma.us>
Date: Wed, 22 May 2019 16:09:08 -0400
Subject: Re: threatening email

Hello Adam,

Thank you for your attention to this matter. I appreciate it. I am also attaching screen shots of Facebook posts from Stephen Harrington, one dated from May 14th that explicitly names me several times and spotlights me as related to this issue (to show that this morning's email was an escalation of his targeting of me despite me having no contact, interaction or engagement with him; it also leads me to doubt that if he did have conversation with Pedrini as he claims, that my name was somehow not brought up or this topic in general since he seems preoccupied with it). To update you, I have filed a formal complaint with the MA ACLU who have marked my case urgent and the Committee to Protect Journalists (CPJ) as both prominently handle cases of protecting journalists who cover police departments and receive threats of any kind as a result. Thank you again and let me know if you have any questions or need anything else.

Sincerely,

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I am sorry that you are having to deal with this.

Best,
Adam W. Chapdelaine
Town Manager
Town of Arlington
730 Massachusetts Avenue
Arlington, MA 02476

(781) 316-3010

From: Laura Kiesel [REDACTED]
To: Adam Chapdelaine <AChapdelaine@town.arlington.ma.us>, Selectman Joseph Curro
<jcurro@town.arlington.ma.us>
Date: Wed, 22 May 2019 10:56:35 -0400
Subject: threatening email

Hello Adam and Joe,

I am forwarding you a message I received this morning. Are you familiar with this person, Stephen Harrington? He is a blatant racist--I've seen him call people of color disgusting slurs on Arlington Facebook pages and even threaten to blow up their homes and hurt them (which is illegal and not covered by the First Amendment, but for some reason, people just treat his threats as harmless).

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I don't know if you have been aware, but some of us who have been vocal about not agreeing with Pedrini's reinstatement have been receiving harassing emails, libeled and subtly threatened by other Town members. I would like to know where Town officials and the APD are in denouncing this publicly?

I hope this is a matter that Town official and the APD will be taking very seriously. As I mentioned, [REDACTED] and an earmark in case someone attempts to swat me. I have forwarded this email to Julie Flaherty, voicing the same concerns to her I have voiced to you, and requested that Stephen Harrington's email added to that file.

My feature article on Pedrini will be coming out in a couple of weeks, and I have a feeling my vulnerability or receipt of threats and harassment will be going up in Town. My editor and his lawyers take it very seriously and will likely be in contact with you Adam.

Thank you for your consideration.

Sincerely,

Laura Kiesel

----- Forwarded message -----

From: **Stephen Harrington** [REDACTED]
Date: Tue, May 21, 2019 at 11:04 PM
Subject: Mobbing and smearing oh my
To: [REDACTED]

I've BCC'd about two dozen people here.

Many of you are engaged in a coordinated effort to destroy a resident of Arlington; APD Pedrini.

I've never met any of you, nor had I ever met Pedrini, until today. My interaction was completely unexpected, innocent and we merely exchanged random banter completely devoid of any recent events that you *all* are obsessed with.

I have one question for each of you.

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I'll give you 24 hours to respond before publicly chastising, castigating and whatever the fuck you think you've been doing the past few months.

Let's see what you are made of.

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Laura Kiesel
Freelance Writer and Editor
www.laurakiesel.com
<http://twitter.com/SurvivalWriter>

--

Laura Kiesel
Freelance Writer and Editor
www.laurakiesel.com
<http://twitter.com/SurvivalWriter>

From: Lynette [REDACTED]
To: Adam Chapdelaine
Cc: JFlaherty@town.arlington.ma.us; ngreenfield@arlingtonhumanrights.org; dswanson@arlingtonhumanrights.org; Joseph Curro
Subject: (Archive Copy) Re: threatening email received by Laura Keisel
Date: Wednesday, May 22, 2019 4:59:23 PM

Thank you for your prompt response. It is greatly appreciated. Best, Lynette

On Wed, May 22, 2019 at 3:56 PM Adam Chapdelaine
<ACHapdelaine@town.arlington.ma.us> wrote:

Lynette,

Thank you for writing to bring this to our attention. Chief Flaherty and I have discussed this matter and we both agree that it needs to be addressed. The Chief will respond with more details on her planned next steps by the close of business tomorrow.

Best,
Adam W. Chapdelaine
Town Manager
Town of Arlington
730 Massachusetts Avenue
Arlington, MA 02476
(781) 316-3010

From: Lynette [REDACTED]
To: JFlaherty@town.arlington.ma.us, Adam Chapdelaine <achapdelaine@town.arlington.ma.us>, ngreenfield@arlingtonhumanrights.org, dswanson@arlingtonhumanrights.org, Joseph Curro [REDACTED]
Date: Wed, 22 May 2019 12:26:09 -0400
Subject: threatening email received by Laura Keisel

Good afternoon.

I am writing as a concerned citizen in regards to the threats from Stephen Harrington made against Laura Keisel who has been working on an article regarding the restorative justice process for Lt Pedrini. I believe she has emailed everyone on this email expressing her concerns and I would like to echo those concerns. As a [REDACTED] female journalist and activist in our town, I have witnessed her receive a lot of unwanted negative attention. I very much respect the work she does to make Arlington an inclusive town and I hope there is a way town officials are able to support her efforts (regardless of how uncomfortable her viewpoints may be for some of us), such that she feels welcome rather than targeted. Please advise if there is anyway I can be supportive as a citizen. I look forward to your reply.

Respectfully,
Lynette Martyn

--

Join the Conversation: [Diversity and Inclusion Groups \(DIGs\) - Arlington Public Schools, MA](#)

Pronouns: she/her/hers

A journey of a thousand miles begins with a single step. Lao Tzu

--

Join the Conversation: [Diversity and Inclusion Groups \(DIGs\) - Arlington Public](#)

[Schools. MA](#)

Pronouns: she/her/hers

A journey of a thousand miles begins with a single step. Lao Tzu

From: [Louise B. Popkin](#) [REDACTED]
To: [Adam Chapdelaine](#)
Cc: [ngreenfield@arlingtonhumanrights.org](#); [dswanson@arlingtonhumanrights.org](#); [REDACTED] [Flaherty Julie](#)
Subject: (Archive Copy) Re: Threatening email from Stephen Harrington
Date: Wednesday, May 22, 2019 5:06:14 PM

Thanks for the quick response. I've been worrying about this for most of the day, will look forward to hearing from Julie tomorrow.

Best,

Louise

Sent from my iPad
Note new email address: [REDACTED]

On May 22, 2019, at 17:59, Adam Chapdelaine
<AChapdelaine@town.arlington.ma.us> wrote:

Louise,

Thank you for writing to bring this to our attention. Chief Flaherty and I have discussed this matter and we both agree that it needs to be addressed. The Chief will respond with more details on her planned next steps by the close of business tomorrow.

Best,
Adam W. Chapdelaine
Town Manager
Town of Arlington
730 Massachusetts Avenue
Arlington, MA 02476
(781) 316-3010

From: Louise B Popkin [REDACTED]
To: achapdelaine@town.arlington.ma.us, ngreenfield@arlingtonhumanrights.org, dswanson@arlingtonhumanrights.org, [REDACTED] Flaherty Julie
<jflaherty@town.arlington.ma.us>
Date: Wed, 22 May 2019 17:31:56 -0300
Subject: Threatening email from Stephen Harrington

Dear, Adam, Julie, Joe, Naomi and Dave:

I'm writing from Uruguay, since I'm down here leading the life I lead on this other continent (as coincidence—or lifelong commitments-- would have it, largely in human rights circles). I had hoped to disengage some from the concerns that have held my attention over the past several months in Arlington (as many of you know), but I can't ignore the attached message, which was forwarded to me this morning by Laura Kiesel and leaves me with a panicky feeling of *dejà vu*—not only because it echoes the violent style and tone of Lt. Pedrini's articles in the Sentinel but also, because here in Montevideo, where recent events have once again brought to the fore the collective trauma Uruguayans lived through during the years of the military dictatorship, at this time of year we have again just memorialized Uruguay's disappeared with a silent march through the middle of town—meaning that painful memories are very much in the forefront of both our minds and our conversations.

Though in comparison to other crank messages I've seen from Mr. Harrington this one strikes me as an escalation, I have no idea whether or not it should be considered more serious than others he has posted over the years. And in all fairness, I have no idea whether or not Lt. Pedrini had anything to do with his sending it out; that's simply a question I can't help but ask, given the way Mr. Harrington references Mr. Pedrini in his message. Of what I am certain, is that the violence implicit in the language, style and tone of the email I'm forwarding should not be dismissed lightly. That violence is all too familiar to me from my years of opposing the *de facto* government in this, my second home—where all too often, threats like those it contains were followed by physical attacks. As a reality check, I've run it past a couple of Uruguayan friends who share my recollections of such threats and who, like me, found its language and content eerily reminiscent. I suspect that to you, who may not have lived through such an experience (even in these “Trumpian” times), the comparison will come across as an overstatement, but it's better to be safe than sorry. Regardless of whether Mr. Harrington's email is politically motivated or a reflection of personal pathology, because violent words (in and of themselves, damaging) so often translate into violent deeds, either way it should be taken seriously—all the more so, given that it references an incident about which the Town remains painfully divided and in need of closure.

Just as I've been asking that you not dismiss Lt. Pedrini's writings as “just a bunch of words,” so here I ask that all of you take Mr. Harrington's message seriously, and that you respond with the utmost urgency—by both investigating what he intended in sending it, and doing everything you can to keep Laura (and anyone else who has received it) safe. It doesn't matter whether any of you happen to agree or not with the positions she, or anyone else, has taken regarding Pedrini's continued presence on the APD. As our legally elected and appointed officials, that's part of what we, your constituents, expect of you.

Respectfully and with sadness,

Louise Popkin

From: [Julie Flaherty](#)
To: [Jim Feeney](#)
Cc: [Adam Chapdelaine](#)
Subject: (Archive Copy) Draft response to Email Recipients
Date: Thursday, May 23, 2019 11:08:04 AM

Jim,

I would very much appreciate it if you could assist with a response email for Laura Kiesel and Forest. Here's what I would like to relay to her;

Laura,

I have received your email regarding Mr. Harringtons message to you. We are taking this very seriously and I have personally looked into this matter. After you contacted me, I met with Lt Pedrini to inquire about his interaction with Mr. Harrington. Lt Pedrini indicated that he was on a scheduled lunch break, eating his lunch outside by his vehicle in a private parking lot. Mr. Harrington, who he had never met prior to Tuesday, approached him and engaged him in a brief conversation regarding Mr. Harringtons son, and nothing more. I believe this was a chance encounter that Mr. Harrington is using to his advantage. I have consulted with The Middlesex District Attorneys Office and While his message to you is concerning, it does not rise to the level of t\Threats to Commit Crime under Massachusetts General Law Chapter 275 Section 2. I would be happy to meet with you to discuss this further if that is something you would be interested in doing. Additionally, you may be eligible for a Harassment Prevention order (Mass 258E Order). You can apply for this order at The Third District Court, 4040 Mystic Valley Parkway, Medford, MA 02155 during business hours. Please contact me if you have any questions.

Thank you

To the concerned parties who emailed Adam and I, I would send a similar email;

Thank you for contacting me on behalf of Laura Kiesel. I have been in touch with her to explain her options. While the email she received is concerning, it does not rise to the level of a violation of Massachusetts General Law Chapter 275 Section 2, Threats to Commit a crime. I have offered her the opportunity to meet with me to discuss this further, and extend the same offer to you.

Thank you.

Julie Flaherty
Acting Chief of Police
Arlington Police Department
112 Mystic Street
Arlington, Massachusetts 02474
781 316 3901

From: [Adam Chapdelaine](#)
To: [Jim Feeney](#)
Subject: (Archive Copy) Fwd: threatening email
Date: Thursday, May 23, 2019 11:44:02 AM

Adam W. Chapdelaine
Town Manager
Town of Arlington
730 Massachusetts Avenue
Arlington, MA 02476
(781) 316-3010

From: Laura Kiesel [REDACTED]
To: Adam Chapdelaine <AChapdelaine@town.arlington.ma.us>, Selectman Joseph Curro
<jcurro@town.arlington.ma.us>
Date: Wed, 22 May 2019 10:56:35 -0400
Subject: threatening email

Hello Adam and Joe,

I am forwarding you a message I received this morning. Are you familiar with this person, Stephen Harrington? He is a blatant racist--I've seen him call people of color disgusting slurs on Arlington Facebook pages and even threaten to blow up their homes and hurt them (which is illegal and not covered by the First Amendment, but for some reason, people just treat his threats as harmless).

Someone--actually Paul Schlichtman--told me last week that Harrington has been "plotting" against me on social media and I've been the target of threats (I can't see it because I long ago blocked him on Facebook). I find it strange that Harrington asserts he had a conversation with Pedrini yesterday and now he is suddenly sending a threatening message out to two dozen people in town. Is Pedrini aware of this? This doesn't offer me a lot of confidence in what his reinstatement implies for those of us who are more vulnerable, in a town now becoming infamous hate crimes in the Commonwealth.

I don't know if you have been aware, but some of us who have been vocal about not agreeing with Pedrini's reinstatement have been receiving harassing emails, libeled and subtly threatened by other Town members. I would like to know where Town officials and the APD are in denouncing this publicly?

I hope this is a matter that Town official and the APD will be taking very seriously. As I mentioned, [REDACTED] and an earmark in case someone attempts to swat me. I have forwarded this email to Julie Flaherty, voicing the same concerns to her I have voiced to you, and requested that Stephen Harrington's email added to that file.

My feature article on Pedrini will be coming out in a couple of weeks, and I have a feeling my vulnerability or receipt of threats and harassment will be going up in Town. My editor and his lawyers take it very seriously and will likely be in contact with you Adam.

Thank you for your consideration.

Sincerely,

Laura Kiesel

----- Forwarded message -----

From: **Stephen Harrington** [REDACTED]
Date: Tue, May 21, 2019 at 11:04 PM
Subject: Mobbing and smearing oh my
To: [REDACTED]

I've BCC'd about two dozen people here.

Many of you are engaged in a coordinated effort to destroy a resident of Arlington; APD Pedrini.

I've never met any of you, nor had I ever met Pedrini, until today. My interaction was completely unexpected, innocent and we merely exchanged random banter completely devoid of any recent events that you *all* are obsessed with.

I have one question for each of you.

Have you ever talked to Pedrini? You, personally, about anything at all?

Have you?

I'll give you 24 hours to respond before publicly chastising, castigating and whatever the fuck you think you've been doing the past few months.

Let's see what you are made of.

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Laura Kiesel
Freelance Writer and Editor
www.laurakiesel.com
<http://twitter.com/SurvivalWriter>

From: [Adam Chapdelaine](#)
To: [Jim Feeney](#)
Subject: (Archive Copy) Fwd: Threatening email from Stephen Harrington
Date: Thursday, May 23, 2019 11:44:27 AM

Adam W. Chapdelaine
Town Manager
Town of Arlington
730 Massachusetts Avenue
Arlington, MA 02476
(781) 316-3010

From: Louise B Popkin [REDACTED]
To: achapdelaine@town.arlington ma.us, ngreenfield@arlingtonhumanrights.org, dswanson@arlingtonhumanrights.org, j.a.curro@gmail.com, Flaherty Julie <jflaherty@town.arlington ma.us>
Date: Wed, 22 May 2019 17:31:56 -0300
Subject: Threatening email from Stephen Harrington

Dear, Adam, Julie, Joe, Naomi and Dave:

I'm writing from Uruguay, since I'm down here leading the life I lead on this other continent (as coincidence—or lifelong commitments-- would have it, largely in human rights circles). I had hoped to disengage some from the concerns that have held my attention over the past several months in Arlington (as many of you know), but I can't ignore the attached message, which was forwarded to me this morning by Laura Kiesel and leaves me with a panicky feeling of *dejà vu*—not only because it echoes the violent style and tone of Lt. Pedrini's articles in the Sentinel but also, because here in Montevideo, where recent events have once again brought to the fore the collective trauma Uruguayans lived through during the years of the military dictatorship, at this time of year we have again just memorialized Uruguay's disappeared with a silent march through the middle of town—meaning that painful memories are very much in the forefront of both our minds and our conversations.

Though in comparison to other crank messages I've seen from Mr. Harrington this one strikes me as an escalation, I have no idea whether or not it should be considered more serious than others he has posted over the years. And in all fairness, I have no idea whether or not Lt. Pedrini had anything to do with his sending it out; that's simply a question I can't help but ask, given the way Mr. Harrington references Mr. Pedrini in his message. Of what I am certain, is that the violence implicit in the language, style and tone of the email I'm forwarding should not be dismissed lightly. That violence is all too familiar to me from my years of opposing the *de facto* government in this, my second home—where all too often, threats like those it contains were followed by physical attacks. As a reality check, I've run it past a couple of Uruguayan friends who share my recollections of such threats and who, like me, found its language and content eerily reminiscent. I suspect that to you, who may not have lived through such an experience (even in these “Trumpian” times), the comparison will come across as an overstatement, but it's better to be safe than sorry. Regardless of whether Mr. Harrington's email is politically motivated or a reflection of personal pathology, because violent words (in and of themselves, damaging) so often translate into violent deeds, either way it should be taken seriously—all the more so, given that it references an incident about which the Town remains painfully divided and in need of closure.

Just as I've been asking that you not dismiss Lt. Pedrini's writings as “just a bunch of words,” so here I ask that all of you take Mr. Harrington's message seriously, and that you respond with the utmost urgency—by both investigating what he intended in sending it, and doing everything you can to keep Laura (and anyone else who has received it) safe. It doesn't matter whether any of you happen to agree or not with the positions she, or anyone else, has taken regarding Pedrini's continued presence on the APD. As our legally elected and appointed officials, that's part of what we, your constituents, expect of you.

Respectfully and with sadness,

Louise Popkin

From: [Adam Chapdelaine](#)
To: [Julie Flaherty](#)
Cc: [Jim Feeney](#)
Subject: (Archive Copy) Re: Draft response to Email Recipients
Date: Thursday, May 23, 2019 4:08:18 PM

I concur. Thanks, Jim.

Julie - Can you make sure that Joe Curro is copied since he's on the original emails.

Thanks!!

Sent from my iPhone

On May 23, 2019, at 4:03 PM, Julie Flaherty <JFlaherty@town.arlington.ma.us> wrote:

Thank you very much, both responses look great. Ill be sending them out within the next hour.

Julie Flaherty

Acting Chief of Police
Arlington Police Department
112 Mystic Street
Arlington, Massachusetts 02474
781 316 3901

From: "Jim Feeney" <JFeeney@town.arlington.ma.us>
To: "Julie Flaherty" <JFlaherty@town.arlington.ma.us>
Cc: "Adam Chapdelaine" <AChapdelaine@town.arlington.ma.us>
Date: Thu, 23 May 2019 15:45:10 -0400
Subject: Re: Draft response to Email Recipients

Good afternoon Laura,

I received your email regarding Mr. Harrington's message. Thank you for bringing this matter to our attention. Please know we take this matter very seriously.

After you contacted me, I met with Lt. Pedrini personally to further understand the circumstances preceding Mr. Harrington's message. I learned that Lt. Pedrini was eating his lunch outside his vehicle in a private parking lot on a scheduled break when he was approached unannounced by Mr. Harrington. Lt. Pedrini, who does not know Mr. Harrington personally and had never met him prior to Tuesday, indicated they engaged in a brief (less than 3 minutes) conversation regarding Mr. Harrington's child, and nothing more.

Given that this was a fleeting and superficial interaction, I believe Mr. Harrington is simply using this chance encounter to promote his own beliefs and advance his own personal agenda. In fact, in order to present his own narrative, Mr. Harrington incorrectly assumes Lt. Pedrini is an Arlington resident.

While his message is both cryptic and concerning, it does not, on its face, rise to the level of Threats to Commit Crimes per MGL c.275 §2. I consulted with the Middlesex District Attorney's Office to confirm the same. With that said, we will certainly incorporate this message into the file as you request. Beyond that, you may be eligible for a Harassment Prevention Order (Mass 258E Order). This can be sought now, or in the future, at the Third District Court located at 4040 Mystic Valley Parkway, Medford, MA 02155 during business hours. It is worth noting that as part of the 285E process, you can request a defendant have no digital contact with you.

Please do not hesitate to contact me if you have any additional questions. I am also willing to discuss this matter in person if you think that would be helpful.

Sincerely,

Dear

Thank you for taking the time to contact me regarding this matter. The Arlington Police Department indeed takes this report, and all reports of this nature, seriously. In this instance, we immediately began looking into the message, as well as the reported circumstances which preceded it.

While the message was concerning, it was determined in consultation with the Middlesex District Attorney's Office that it did not reach the threshold of Threats to Commit Crimes per MGL c.275 §2; however, I have personally been in touch with Laura regarding the available courses of action.

Please rest assured the APD takes the safety of all our residents seriously, and we stand ready to assist and intervene as necessary without prejudice.

Sincerely,

From: [Julie Flaherty](#)
To: [Laura Kiesel](#)
Cc: [Adam Chapdelaine](#)
Subject: (Archive Copy) Re: Fwd: Mobbing and smearing oh my
Date: Thursday, May 23, 2019 4:16:08 PM

Good afternoon Laura,

I received your email regarding Mr. Harrington's message. Thank you for bringing this matter to our attention. Please know we take this matter very seriously.

After you contacted me, I met with Lt. Pedrini personally to further understand the circumstances preceding Mr. Harrington's message. I learned that Lt. Pedrini was eating his lunch outside his vehicle in a private parking lot on a scheduled break when he was approached unannounced by Mr. Harrington. Lt. Pedrini, who does not know Mr. Harrington personally and had never met him prior to Tuesday, indicated they engaged in a brief (less than 3 minutes) conversation regarding Mr. Harrington's child, and nothing more.

Given that this was a fleeting and superficial interaction, I believe Mr. Harrington is simply using this chance encounter to promote his own beliefs and advance his own personal agenda. In fact, in order to present his own narrative, Mr. Harrington incorrectly assumes Lt. Pedrini is an Arlington resident.

While his message is both cryptic and concerning, it does not, on its face, rise to the level of Threats to Commit Crimes per MGL c.275 §2. I consulted with the Middlesex District Attorney's Office to confirm the same. With that said, we will certainly incorporate this message into the file as you request. Beyond that, you may be eligible for a Harassment Prevention Order (Mass 258E Order). This can be sought now, or in the future, at the Third District Court located at 4040 Mystic Valley Parkway, Medford, MA 02155 during business hours. It is worth noting that as part of the 285E process, you can request a defendant have no digital contact with you.

Please do not hesitate to contact me if you have any additional questions. I am also willing to discuss this matter in person if you think that would be helpful.

Sincerely,

Julie Flaherty
Acting Chief of Police
Arlington Police Department
112 Mystic Street
Arlington, Massachusetts 02474
781 316 3901

From: Laura Kiesel [REDACTED]
To: Julie Flaherty <JFlaherty@town.arlington.ma.us>
Date: Wed, 22 May 2019 10:36:54 -0400
Subject: Fwd: Mobbing and smearing oh my

Hello Julie,

I am forwarding you a message I received this morning. Are you familiar with this person, Stephen Harrington? He is a blatant racist--I've seen him call people of color disgusting slurs on Arlington Facebook pages and even threaten to blow up their homes and hurt them (which is illegal and not

covered by the First Amendment, but for some reason, people just treat his threats as harmless). Someone told me last week that he's been "plotting" against me on social media and I've been the target of threats (I can't see it because I long ago blocked him on Facebook). I find it strange that he asserts he had a conversation with Pedrini yesterday and now he is suddenly sending a threatening message out to two dozen people in town. Is Pedrini aware of this? This doesn't offer me a lot of confidence in what his reinstatement implies for those of us who are more vulnerable.

I don't know if you have been aware, but some of us who have been vocal about not agreeing with Pedrini's reinstatement have been receiving harassing emails, libeled and subtly threatened by Town members. I would like to know where is the Town officials and the APD in denouncing this?

I hope this is a matter that you and the APD will be taking very seriously. As I mentioned, [REDACTED] and an earmark in case someone attempts to swat me. I would like Stephen Harrington's email added to that file. My piece on Pedrini will be coming out in a couple of weeks, and I have a feeling my vulnerability or receipt of threats and harassment will be going up.

Thank you for your consideration.

Sincerely,

Laura Kiesel

----- Forwarded message -----

From: **Stephen Harrington** [REDACTED]
Date: Tue, May 21, 2019 at 11:04 PM
Subject: Mobbing and smearing oh my
To: [REDACTED]

I've BCC'd about two dozen people here.

Many of you are engaged in a coordinated effort to destroy a resident of Arlington; APD Pedrini.

I've never met any of you, nor had I ever met Pedrini, until today. My interaction was completely unexpected, innocent and we merely exchanged random banter completely devoid of any recent events that you *all* are obsessed with.

I have one question for each of you.

Have you ever talked to Pedrini? You, personally, about anything at all?

Have you?

I'll give you 24 hours to respond before publicly chastising, castigating and whatever the fuck you think you've been doing the past few months.

Let's see what you are made of.

--

Laura Kiesel

Freelance Writer and Editor
www.laurakiesel.com
<http://twitter.com/SurvivalWriter>

From: [Forrest Snyder](#)
To: [Julie Flaherty](#)
Cc: [Adam Chapdelaine](#); jcurro@town.arlington.ma.us
Subject: (Archive Copy) Re: Mobbing and smearing oh my
Date: Thursday, May 23, 2019 4:44:07 PM

Dear Acting Chief Flaherty,

Thank you for your thorough reply. I didn't expect (or want) anything to be done at this point. I just wanted to make you and others aware of what's going on.

I am sorry that you and others had to spend time on this and, believe it or not, sorry that Lt. Pedrini had to be involved in something completely out of his control.

Thank you, again.

Forrest Snyder

On May 23, 2019, at 4:21 PM, Julie Flaherty <JFlaherty@town.arlington.ma.us> wrote:

Good afternoon Mr. Snyder,

I received your email regarding Mr. Harrington's message. Thank you for bringing this matter to our attention. Please know we take this matter very seriously.

After you contacted me, I met with Lt. Pedrini personally to further understand the circumstances preceding Mr. Harrington's message. I learned that Lt. Pedrini was eating his lunch outside his vehicle in a private parking lot on a scheduled break when he was approached unannounced by Mr. Harrington. Lt. Pedrini, who does not know Mr. Harrington personally and had never met him prior to Tuesday, indicated they engaged in a brief (less than 3 minutes) conversation regarding Mr. Harrington's child, and nothing more.

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Sincerely,

Julie Flaherty

Acting Chief of Police
Arlington Police Department
112 Mystic Street
Arlington, Massachusetts 02474
781 316 3901

From: Forrest Snyder <[REDACTED]>
To: JFlaherty@town.arlington.ma.us, AChapdelaine@town.arlington.ma.us,
[REDACTED] ngreenfield@arlingtonhumanrights.org,
dswanson@arlingtonhumanrights.org, [REDACTED]
jcurro@town.arlington.ma.us

Date: Wed, 22 May 2019 13:52:00 -0400
Subject: Fwd: Mobbing and smearing oh my

Hello.

I am writing everyone at the Town of Arlington that I can think of to make you aware of an unexpected and unsettling email I received last night. I have included the full email below. My understanding is that others in our community have also received this email. Back in the old "normal" days, I would have blown something like this off. However, in light of our current political and social climate, I don't want to leave you unaware of what's going on.

I do not know Stephen Harrington. I gather he is upset with my public statements on the community email list, the Arlington List, concerning the Arlington Police Department's Lt. Pedrini, his hateful public statements, and the Town's continuing his employment. It seems to me that Mr. Harrington has been emboldened by Lt. Pedrini's writings and the Town's poor management of events.

I expect you and the Town of Arlington to take Mr. Harrington's threatening email and all that it implies very seriously. In light of the recent suspicious fires at a rabbi's home in Arlington and the on-going racist and hateful speech by others in our community, I presume that you and the Town of Arlington will take a very public and active stand against such abhorrence.

Sincerely,

Forrest Snyder

Begin forwarded message:

From: Stephen Harrington [REDACTED]
Subject: Mobbing and smearing oh my
Date: May 21, 2019 at 11:04:53 PM EDT
To: [REDACTED]

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I'll give you 24 hours to respond before publicly chastising, castigating and whatever the fuck you think you've been doing the past few months.

Let's see what you are made of.

From: [Adam Chapdelaine](#)
To: [Caryn Malloy](#)
Subject: (Archive Copy) Re: Arbitration
Date: Thursday, May 23, 2019 5:01:05 PM

Thank you.

Sent from my iPhone

On May 23, 2019, at 4:56 PM, Caryn Malloy <CMalloy@town.arlington.ma.us> wrote:

Adam -

Here are a few sentences that I hope you find useful:

Officer Pedrini is a member of the Arlington Ranking Officer's Association. The Ranking Officer's Association collective bargaining agreement (CBA) has language, which is very common, about what the standard is for imposing discipline against an officer commonly referred to as just cause. The CBA also has grievance and arbitration language that specifies what happens if there is a disagreement about the enforcement/application of the contract (i.e. arbitration).

Caryn Cove Malloy
Director of Human Resources
Town of Arlington
730 Massachusetts Avenue, 3rd Floor Annex
Arlington, MA 02476
781-316-3121 phone
781-316-3129 fax
www.arlingtonma.gov

From: [Laura Kiesel](#)
To: [Julie Flaherty](#)
Cc: [Adam Chapdelaine](#)
Subject: (Archive Copy) Re: Fwd: Mobbing and smearing oh my
Date: Thursday, May 23, 2019 5:02:55 PM

Hello Julie,

Thank you for the response. I may look into the Harassment Prevention Order. Forrest Snyder forwarded me the email he received from you as well, which looks to be the same as the one I received here. There is a difference though between Erik and Forrest receiving the message and myself. Unlike them, Stephen Harrington has been targeting me specifically for several weeks on Facebook, such as with the March 14th screen shots I provided. Paul Schlichtman told me on March 11th Harrington had been targeting me online about this case, which predates these screen shots, meaning this has been ongoing for about the past month. It's difficult for me to reason that Harrington--a man who like Joe Curro just wrote today is a loose canon with no filter who never can exercise restraint when offered an opportunity to complain or target people--and who seems to have been obsessed with me specifically in the context of Pedrini's case for weeks now--would just happen Pedrini randomly and NOT bring my name up to him when afforded that opportunity. It's just not in his character. I have no doubt my name was likely brought up. As Joe Curro also wrote today, Stephen Harrington is well known in the town and has a very specific kind of reputation, so it's hard for me to also believe Pedrini doesn't know who Stephen Harrington is, at least by that reputation, or has never run into him in his 25 years at the APD. This is why I still intend to file a complaint against Pedrini to investigate further with the APD.

The MA ACLU did back up my editor's suggestion that as a journalist being threatened, this can qualify as a civil rights offense and to file a formal grievance there as well, which I am also looking into doing. In the meantime, I did file several more public records and FOIA requests today with your department. I am wondering if and when the first request will be processed. Legally, public records requests require a response in 10 days of filing, but it's been over 8 weeks (which is in my article). Please let me know.

Thank you for your consideration.

Sincerely,

Laura Kiesel

On Thu, May 23, 2019 at 4:16 PM Julie Flaherty <JFlaherty@town.arlington.ma.us> wrote:

Good afternoon Laura,

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After you contacted me, I met with Lt. Pedrini personally to further understand the circumstances preceding Mr. Harrington's message. I learned that Lt. Pedrini was eating his lunch outside his vehicle in a private parking lot on a scheduled break when he was approached unannounced by Mr. Harrington. Lt. Pedrini, who does not know Mr. Harrington personally and had never met him prior to Tuesday, indicated they engaged in a brief (less than 3 minutes) conversation regarding Mr.

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Sincerely,

Julie Flaherty

Acting Chief of Police
Arlington Police Department
112 Mystic Street
Arlington, Massachusetts 02474
781 316 3901

From: Laura Kiesel [REDACTED]
To: Julie Flaherty <JFlaherty@town.arlington.ma.us>
Date: Wed, 22 May 2019 10:36:54 -0400
Subject: Fwd: Mobbing and smearing oh my

Hello Julie,

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I don't know if you have been aware, but some of us who have been vocal about not agreeing with Pedrini's reinstatement have been receiving harassing emails, libeled and subtly threatened by Town members. I would like to know where is the Town officials and the APD in denouncing this?

I hope this is a matter that you and the APD will be taking very seriously. As I mentioned, [REDACTED], and an earmark in case someone attempts to swat me. I would like Stephen Harrington's email added to that file. My piece on Pedrini will be coming out in a couple of weeks, and I have a feeling my vulnerability or receipt of threats and harassment will be going up.

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Sincerely,

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Subject: Mobbing and smearing oh my
To: [REDACTED]

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From: [Adam Chapdelaine](#)
To: JFeeney@town.arlington.ma.us
Subject: (Archive Copy) Fwd: Mobbing and smearing oh my
Date: Thursday, May 23, 2019 5:11:47 PM

FYI

Sent from my iPhone

Begin forwarded message:

From: Laura Kiesel [REDACTED]
Date: May 23, 2019 at 5:02:35 PM EDT
To: Julie Flaherty <JFlaherty@town.arlington.ma.us>
Cc: Adam Chapdelaine <AChapdelaine@town.arlington.ma.us>
Subject: Re: Fwd: Mobbing and smearing oh my

Hello Julie,

Thank you for the response. I may look into the Harassment Prevention Order. Forrest Snyder forwarded me the email he received from you as well, which looks to be the same as the one I received here. There is a difference though between Erik and Forrest receiving the message and myself. Unlike them, Stephen Harrington has been targeting me specifically for several weeks on Facebook, such as with the March 14th screen shots I provided. Paul Schlichtman told me on March 11th Harrington had been targeting me online about this case, which predates these screen shots, meaning this has been ongoing for about the past month. It's difficult for me to reason that Harrington--a man who like Joe Curro just wrote today is a loose canon with no filter who never can exercise restraint when offered an opportunity to complain or target people--and who seems to have been obsessed with me specifically in the context of Pedrini's case for weeks now--would just happen Pedrini randomly and NOT bring my name up to him when afforded that opportunity. It's just not in his character. I have no doubt my name was likely brought up. As Joe Curro also wrote today, Stephen Harrington is well known in the town and has a very specific kind of reputation, so it's hard for me to also believe Pedrini doesn't know who Stephen Harrington is, at least by that reputation, or has never run into him in his 25 years at the APD. This is why I still intend to file a complaint against Pedrini to investigate further with the APD.

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781 316 3901

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Subject: Fwd: Mobbing and smearing oh my

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<http://twitter.com/SurvivalWriter>

Identities, contact information, and witness/personal statement(s) of community members who participated in Restorative Justice Circle(s) through physical attendance and/or through written submission redacted pursuant to G.L. c.4 § 7(26)(c) and (f).

From: [Laura Kiesel](#)
To: [Julie Flaherty](#); [Adam Chapdelaine](#)
Subject: (Archive Copy) Re: Fwd: Mobbing and smearing oh my
Date: Friday, May 24, 2019 9:56:23 AM
Attachments: [Screenshot 2019-05-24 at 9.13.03 AM.png](#)

Dear Adam and Julie,

Actually, I did check with Muck Rock, and it looks like my FOIA and public records request was granted last month, so apologies for that.

The file on Pedrini is over 200 pages long, though there are many redactions. It looks like there have definitely been complaints filed on him, including even a lawsuit against the town for alleged negligence in allowing him to continue policing as a result of one of those complaints. Last week, we were told during the Diversity Taskforce meeting that Pedrini had never had any complaints or allegations of misconduct filed against him. But that certainly does not seem to be the case. Do either of you care to comment?

Additionally, I found earlier issues of The Sentinel. While Pedrini's rhetoric in "The Man on the Streets" column stops short of advocating violence as he did in the 2018 issue, the content does again express prejudicial comments against undocumented immigrants (and the "Sanctuary-town types" who defend them), those with addiction (and takes a hard line of prosecution and incarceration) and again criticizes Black Lives Matter. This indicates that Pedrini's articles in the 2018 were not the complete anomaly, but an escalation of a trend. Can you comment on this?

Finally, Stephen Harrington again tagged me this morning on a Facebook post. I am attaching the screen shot. Something I requested in my email two days ago when he first sent that email, was--will the town do more to denounce Pedrini's words in the 2018 issue of the Sentinel as "racist" and as "hate speech"? As we discussed at last week's meeting, Pedrini's apology was devoid of any reference to the racist/racially biased language he used and the fact that his apology was not at all directed to those demographics and groups he actually targeted in his missives. Will there be another apology? Is the town willing to formally acknowledge or denounce his words as racist?

As you may know, one of the people asked to sit in on the circle--[REDACTED]--has publicly stated that Pedrini's rhetoric was not particularly racist and that calling it racist is counter-productive. Do either of you have a response to that?

I ask that last question both as a journalist and a concerned citizen who stands to become more of a target when the town refuses to acknowledge the nature of Pedrini's rhetoric, which I worry leads to its normalization and thereby emboldens others.

Thank you for your consideration.

Sincerely,

Laura Kiesel

On Thu, May 23, 2019 at 5:02 PM Laura Kiesel [REDACTED] wrote:

Hello Julie,

Thank you for the response. I may look into the Harassment Prevention Order. Forrest Snyder forwarded me the email he received from you as well, which looks to be the same as the one I received here. There is a difference though between Erik and Forrest receiving the message and myself. Unlike them, Stephen Harrington has been targeting me specifically for several weeks on Facebook, such as with the March 14th screen shots I provided. Paul Schlichtman told me on March 11th Harrington had been targeting me online about this case, which predates these screen shots, meaning this has been ongoing for about the past month. It's difficult for me to reason that Harrington--a man who like Joe Curro just wrote today is a loose canon with no filter who never can exercise restraint when offered an opportunity to complain or target people--and who seems to have been obsessed with me specifically in the context of Pedrini's case for weeks now--would just happen Pedrini randomly and NOT bring my name up to him when afforded that opportunity. It's just not in his character. I have no doubt my name was likely brought up. As Joe Curro also wrote today, Stephen Harrington is well known in the town and has a very specific kind of reputation, so it's hard for me to also believe Pedrini doesn't know who Stephen Harrington is, at least by that reputation, or has never run into him in his 25 years at the APD. This is why I still intend to file a complaint against Pedrini to investigate further with the APD.

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Sincerely,

Julie Flaherty

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Subject: Fwd: Mobbing and smearing oh my

Hello Julie,

I am forwarding you a message I received this morning. Are you familiar with this person, Stephen Harrington? He is a blatant racist--I've seen him call people of color disgusting slurs on Arlington Facebook pages and even threaten to blow up their homes and hurt them (which is illegal and not covered by the First Amendment, but for some reason, people just treat his threats as harmless). Someone told me last week that he's been "plotting" against me on social media and I've been the target of threats (I can't see it because I long ago blocked him on Facebook). I find it strange that he asserts he had a conversation with Pedrini yesterday and now he is suddenly sending a threatening message out to two dozen people in town. Is Pedrini aware of this? This doesn't offer me a lot of confidence in what his reinstatement implies for those of us who are more vulnerable.

I don't know if you have been aware, but some of us who have been vocal about not agreeing with Pedrini's reinstatement have been receiving harassing emails, libeled and subtly threatened by Town members. I would like to know where is the Town officials and the APD in denouncing this?

I hope this is a matter that you and the APD will be taking very seriously. As I mentioned, [REDACTED] and an earmark in case someone attempts to swat me. I would like Stephen Harrington's email added to that file. My piece on Pedrini will be coming out in a couple of weeks, and I have a feeling my vulnerability or receipt of threats and harassment will be going up.

Thank you for your consideration.

Sincerely,

Laura Kiesel

----- Forwarded message -----

From: **Stephen Harrington** [REDACTED]
Date: Tue, May 21, 2019 at 11:04 PM
Subject: Mobbing and smearing oh my
To: [REDACTED]

I've BCC'd about two dozen people here.

Many of you are engaged in a coordinated effort to destroy a resident of Arlington; APD Pedrini.

I've never met any of you, nor had I ever met Pedrini, until today. My interaction was completely unexpected, innocent and we merely exchanged random banter completely devoid of any recent events that you *all* are obsessed with.

I have one question for each of you.

Have you ever talked to Pedrini? You, personally, about anything at all?

Have you?

I'll give you 24 hours to respond before publicly chastising, castigating and whatever the fuck you think you've been doing the past few months.

Let's see what you are made of.

--

Laura Kiesel
Freelance Writer and Editor
www.laurakiesel.com
<http://twitter.com/SurvivalWriter>

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From: [Bob Sprague](#)
To: [Adam Chapdelaine](#)
Subject: (Archive Copy) Re: YourArlington request: police
Date: Friday, May 24, 2019 1:34:47 PM

Thanks for responding more broadly, Adam.

Bob

On Fri, May 24, 2019 at 12:52 PM Adam Chapdelaine
<AChapdelaine@town.arlington.ma.us> wrote:

>
> Bob,
>
> In general terms, I would describe the copy below as a mischaracterization of my conversations with Ms. Kiesel.
>
> More broadly, I would offer that Officer Pedrini is a member of the Arlington Ranking Officer's Association. The Ranking Officer's Association collective bargaining agreement (CBA) has language, which is very common, about what the standard is for imposing discipline against an officer commonly referred to as just cause. The CBA also has grievance and arbitration language that specifies what happens if there is a disagreement about the enforcement/application of the contract (i.e. arbitration).
>
> In regard to arbitration, a review of multiple cases over the past several years suggests that there is very little certainty in outcomes regarding contested discipline. In this case, I strongly preferred an option that allowed the Town to control the outcome. Restorative justice provided us with that option.
>
> Happy to discuss further if you'd like.
>
> Best,
>
>
> Adam W. Chapdelaine
> Town Manager
> Town of Arlington
> 730 Massachusetts Avenue
> Arlington, MA 02476
> (781) 316-3010
>
>
> From: Bob Sprague <sprague.bob@gmail.com>
> To: Adam Chapdelaine <achapdelaine@town.arlington.ma.us>
> Date: Wed, 22 May 2019 16:20:28 -0400
> Subject: YourArlington request: police
>
> Adam,
>
> I am writing a summary about a recent panel discussing racism and
> criminal justice. Audience comments raised the Pedrini case.
>
> Please see my copy below. I asking you because the writer makes claims
> about what you said to her. I am checking its accuracy.
>
> Further, I prefer not to get hung up on an error you may have made
> about the Leominster case. Can you comment on the wider issue of
> challenges a town manager may face in firing an officer?
>
> Thanks for consider this request.

>
> Bob Sprague
> Your news, views at <http://www.yourarlington.com/>
>
> =====
>
> [fairly far down in a 1,400-word story]
>
> Laura Kiesel, an Arlington writer who organized and moderated the
> event, offered comments. She said she and Town Manager Adam
> Chapdelaine had a one-on-one meeting the week after restorative
> justice for Pedrini was announced. The date of the announcement was
> Feb. 22. <https://www.yourarlington.com/arlington-archives/safety/police/15428-pedrini-022119>
>
> She said her first question was whether the decision to seek
> restorative justice was connected to the union's preventing him from
> firing Pedrini.
>
> "He told me it was not that, but that in general it is nearly
> impossible to fire a police officer in Massachusetts," she said. That
> is because police can sue and be reinstated during arbitration, she
> recounted.
>
> She said she named a Leominster case in which a police officer had
> been fired -- read about it here >>
> http://www.sentinelandenterprise.com/news/ci_23765971/ex-leominster-cop-loses-appeal-have-job-reinstated
> -- and Chapdelaine said the officer was reinstated.
>
> She said she later looked it up and found that the officer had not
> been reinstated and was denied that during arbitration, which she
> brought to the manager's attention. She said he didn't address the
> error.
>
> In an email after the meeting, she wrote: "Other people I know who
> have spoken to Adam or others in high-ranking position in town has
> cited the union as a reason. So it seems there are conflicting reports
> about why, which troubles me."

From: [Lynette](#)
To: [Julie Flaherty](#)
Cc: [Louise B Popkin](#); [Lynette Culverhouse](#); [Erik Pohl](#); [Select Board Member Joseph Curro](#); [Adam Chapdelaine](#); [Sean Garballey](#)
Subject: (Archive Copy) Re: Email
Date: Tuesday, May 28, 2019 12:59:45 PM

Thank you for the reply Chief Flaherty. The message was concerning, aside from the emotional toll it took on the recipients it also places a burden on town resources in the form of consultations, responses, etc.

I don't mean to sound like a broken record but there is still a great deal of concern in the community regarding Lt Pedrini's reinstatement and insufficient restorative justice process. Does the town plan to publicly denounce Pedrini's words as racist and talk to him about his apology? I know you and Adam denounced the writings as racist in the last DTG meeting but it's not enough to acknowledge the racism in a small group with a dozen or so residents--it needs to be public. Additionally, in order for the restorative justice process to be at all legitimate, Lt Pedrini also needs to acknowledge the words as hateful and racist rather than merely "careless". If the town cannot name the writings as racist to the public and make a stronger statement, then we are normalizing his rhetoric and indirectly enabling and emboldening residents like Harrington. Should hate crimes continue to escalate in Arlington, I fear we as a town will be complicit.

I personally had a very difficult time sitting through the vigil to support our Jewish neighbors as I listened to town leaders claim that we have no tolerance for hate when we clearly have shown lots of tolerance for hate within our police force. The words rang false to me and I wondered if I felt that way, how many marginalized people in Arlington felt the same. I know we can do better.

Respectfully,

Lynette Martyn

On Thu, May 23, 2019 at 4:35 PM Julie Flaherty <JFlaherty@town.arlington.ma.us> wrote:

Good Afternoon,

Thank you for taking the time to contact me regarding this matter. The Arlington Police Department indeed takes this report, and all reports of this nature, seriously. In this instance, we immediately began looking into the message, as well as the reported circumstances which preceded it.

While the message was concerning, it was determined in consultation with the Middlesex District Attorney's Office that it did not reach the threshold of Threats to Commit Crimes per MGL c.275 §2; however, I have personally been in touch with Laura regarding the available courses of action.

Please rest assured the APD takes the safety of all our residents seriously, and we stand ready to assist and intervene as necessary without prejudice.

Sincerely,

Julie Flaherty

Acting Chief of Police
Arlington Police Department
112 Mystic Street
Arlington, Massachusetts 02474
781 316 3901

--

Join the Conversation: [Diversity and Inclusion Groups \(DIGs\) - Arlington Public Schools, MA](#)

Pronouns: she/her/hers

A journey of a thousand miles begins with a single step. Lao Tzu

From: Naomi Greenfield [REDACTED]
To: Julie Flaherty (JFlaherty@town.arlington.ma.us)
Cc: Betsy Carlton-Gysan; Adam Chapdelaine; Naomi Greenfield; David Swanson
Subject: (Archive Copy) Re: Mobbing and smearing oh my
Date: Thursday, May 30, 2019 11:28:32 AM

Thanks, Julie!

On May 30, 2019, at 11:03 AM, Julie Flaherty (JFlaherty@town.arlington.ma.us) <JFlaherty@town.arlington.ma.us> wrote:

Good Morning Betsy,

Thanks very much for your email. We have taken this matter very seriously and invested a great deal of time gathering information and communicating with those involved last week. While Mr. Harrington's email was very concerning, it did not rise to the level of Threats to Commit Crimes per MGL c 275 s2. This was confirmed after consulting with The Middlesex District Attorneys Office. As far as communication with those who received the emails and contacted me, I have responded to them with options and information on how to obtain a Harassment Prevention Order, and the possibility of having digital communication included in the order. I have also offered to meet with them in person to address their concerns. Neither Laura, nor Forrest have expressed interest in meeting with me. Please do not hesitate to contact me if you have any other questions.

Sincerely,

Julie Flaherty

Acting Chief of Police
Arlington Police Department
112 Mystic Street
Arlington, Massachusetts 02474
781 316 3901

From: Betsy Carlton-Gysan [REDACTED]
To: Adam Chapdelaine <AChapdelaine@town.arlington.ma.us>
Cc: JFlaherty@town.arlington.ma.us, Naomi Greenfield <ngreenfield@arlingtonhumanrights.org>, David Swanson <dswanson@arlingtonhumanrights.org>
Date: Wed, 29 May 2019 23:38:27 -0400
Subject: Re: Fwd: Mobbing and smearing oh my

Hi Adam and Chief Flaherty,

This email came up at our AHRC meeting tonight and I wanted to close the loop. What are the planned steps to follow up on this email from Stephen Harrington? What was communicated back to Forrest, Laura, and Erik?

Thanks,
Betsy

On Wed, May 22, 2019 at 3:58 PM Adam Chapdelaine <AChapdelaine@town.arlington.ma.us> wrote:

Forrest,

Thank you for writing to bring this to our attention. Chief Flaherty and I have discussed this matter and we both agree that it needs to be addressed. The Chief will respond with more details on her planned next steps by the close of business tomorrow.

Best,

Adam W. Chapdelaine
Town Manager
Town of Arlington
730 Massachusetts Avenue
Arlington, MA 02476
(781) 316-3010

From: Forrest Snyder [REDACTED]
To: JFlaherty@town.arlington.ma.us, AChapdelaine@town.arlington.ma.us,
[h\[REDACTED\]@ngreenfield@arlingtonhumanrights.org](mailto:h[REDACTED]@ngreenfield@arlingtonhumanrights.org),
dswanson@arlingtonhumanrights.org, [REDACTED]
jcurro@town.arlington.ma.us

Date: Wed, 22 May 2019 13:52:00 -0400

Subject: Fwd: Mobbing and smearing oh my

Hello.

I am writing everyone at the Town of Arlington that I can think of to make you aware of an unexpected and unsettling email I received last night. I have included the full email below. My understanding is that others in our community have also received this email. Back in the old "normal" days, I would have blown something like this off. However, in light of our current political and social climate, I don't want to leave you unaware of what's going on.

I do not know Stephen Harrington. I gather he is upset with my public statements on the community email list, the Arlington List, concerning the Arlington Police Department's Lt. Pedrini, his hateful public statements, and the Town's continuing his employment. It seems to me that Mr. Harrington has been emboldened by Lt. Pedrini's writings and the Town's poor management of events.

I expect you and the Town of Arlington to take Mr. Harrington's threatening email and all that it implies very seriously. In light of the recent suspicious fires at a rabbi's home in Arlington and the on-going racist and hateful speech by others in our community, I presume that you and the Town of Arlington will take a very public and active stand against such abhorrence.

Sincerely,

Forrest Snyder

Begin forwarded message:

From: Stephen Harrington [REDACTED]
Subject: Mobbing and smearing oh my
Date: May 21, 2019 at 11:04:53 PM EDT
To: [REDACTED]

I've BCC'd about two dozen people here.

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I've never met any of you, nor had I ever met Pedrini, until today. My interaction was completely unexpected, innocent and we merely exchanged random banter completely devoid of any recent events that you *all* are obsessed with.

I have one question for each of you.

Have you ever talked to Pedrini? You, personally, about anything at all?

Have you?

I'll give you 24 hours to respond before publicly chastising, castigating and whatever the fuck you think you've been doing the past few months.

Let's see what you are made of.

--

Betsy Carlton-Gysan

[REDACTED]

[LinkedIn](#)

From: [Betsy Carlton-Gysan](#)
To: [Julie Flaherty](#)
Cc: [Adam Chapdelaine](#); [Naomi Greenfield](#); [David Swanson](#)
Subject: (Archive Copy) Re: Fwd: Mobbing and smearing oh my
Date: Thursday, May 30, 2019 11:47:59 AM

Wonderful. Thank you for the update and thorough follow up.

On Thu, May 30, 2019 at 11:04 AM Julie Flaherty
<JFlaherty@town.arlington.ma.us> wrote:

Good Morning Betsy,

Thanks very much for your email. We have taken this matter very seriously and invested a great deal of time gathering information and communicating with those involved last week. While Mr. Harrington's email was very concerning, it did not rise to the level of Threats to Commit Crimes per MGL c 275 s2. This was confirmed after consulting with The Middlesex District Attorneys Office. As far as communication with those who received the emails and contacted me, I have responded to them with options and information on how to obtain a Harassment Prevention Order, and the possibility of having digital communication included in the order. I have also offered to meet with them in person to address their concerns. Neither Laura, nor Forrest have expressed interest in meeting with me. Please do not hesitate to contact me if you have any other questions.

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